



FACULTY NEWS LINK

Toronto
Metropolitan
University

The Newsletter of Toronto Metropolitan Faculty Association

Fall 2022 Vol. 38 No. 1

Message From the President

As this Bulletin goes to press, I am sure you are all aware that the membership has made their voice heard and that our Faculty Association shall be known, going forward, as the TFA, Toronto Metropolitan Faculty Association. What was important to the TFA Executive was not only providing a voice to the membership on how it shall name itself in light of the University's soon-to-be -legal name change, but also time to creatively generate, and thoughtfully consider what its name shall be. Fifty years from now, future TFA members may believe that too much time was perhaps taken to determine how to refer to ourselves. The TFA Executive thinks otherwise. The process we engaged in may have been lengthy, but I would say to our future members that if we wanted to name ourselves well, we needed to take the

time to be able to name ourselves right. This project of renaming ourselves was embedded with collegiality and democracy, both of which cannot be hurried or rushed and sustains our collegium as well.

Inasmuch as this project of renaming ourselves sustains our collegium, a threat to the collegium still remains. The growing creep of neoliberal ideas within the Administration continues and we can plainly see it within three areas of the University. First, and as we will shortly be hearing when our Negotiating Committee reports to the membership on their department visits, there are troubling accounts from departments/schools/units across the University of the impact that deep underfunding has had. Coupled with a



Jesmen Mendoza, President

rushed return to campus, it is evident in the crumbling infrastructure where our members work and teach. We may have a new campus thoroughfare on Gould Street that is befitting of an urban institution, and new signage that signals the beginning of a new chapter of our University. However, beneath these surface renovations lies larger class sizes for our members to teach, not enough tenure-track professors, librarians and counsellors being hired, an utter disregard for the needs of an appropriate teaching environment, and an ever-growing list of more responsibilities for our members to absorb.

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rfa@ryerson.ca



www.rfanet.ca

Important Dates

TFA General Meeting

December 6, 2022

* * *

TFA Mandate Meeting

March 8, 2023

TFA List Servs

If you are not receiving information sent out on rfa-announce, please advise the TFA Office at ext. 5186 or by e-mail:

rfa@ryerson.ca

We wish to keep you informed!

Thank you.



Retirees

Maria Etkind - Architectural Science

Margaret Plaza - ITM

Beth Swart - Nursing

Baruch Zone - Architectural Science

Kathryn Church - Disability Studies

Michael Hunter - Hospitality & Tourism

From the President....

The result is low morale and overwhelming stress amongst our members, and the quality of the education we deliver to our students is placed in jeopardy. Instead of a thoughtful return to campus where the safety of members and students is prized, and proper resourcing and funding occurs, the Administration chooses to prioritize initiatives elsewhere and forgo sorely needed investments within our departments/school/units.

A second area where we can observe the Administration's neoliberal ideas in action is in its internationalization efforts. The Administration has noted, in its announced strategy in 2019 (not explicitly addressed in its Academic Plan), its commitment to increasing learning opportunities for our students going abroad and international students having the opportunity to study at TMU. As part of its strategy to vastly grow the proportion of lucrative and unregulated international student tuition fees received by this University, our Administration has entered into an arrangement with Navitas to create Toronto Metropolitan University International College (TMUIC). The Administration has insisted that this initiative meets their objective of diversifying our student population and diversifying perspectives in our classrooms, while simultaneously addressing the demand for Canadian post-secondary education. Additionally, our Administration has openly declared and told us that the appeal and allure of Navitas is its extensive recruitment network - across 65 countries. In our observation, this endeavor by the Administration appears to be running perilously close to being tainted with the controversy, associated with the shameless recruitment and exploitation of international students, that is spreading across this country.

We have also heard reports of the international students entering TMUIC being ill-prepared and needing extraordinary support to succeed in their enrolled courses. And although the courses delivered in TMUIC usually have an additional hour to assist students, it seems to place an extra burden on instructors to not only provide instruction but student support as well. We can expect the same burden to trickle down onto our members when those same international students progress into our regular degree programs through the TMUIC pathway. It seems clear that the recruitment efforts of international students into TMUIC have been less focused on finding prepared students to attend, and more concerned about the income that these international students may generate for the University. In sum, the Administration's arrangement with Navitas represents the introduction of a private sector profit-making educational institution, into our midst, teaching our degree credit course material, with minimal investment, and largely employing our most precarious and lowest paid colleagues to do so. And arguing, to boot, that these same colleagues should not be protected by the full extent of theirs or our respective Collective Agreements.

A third area of concern lies in the Administration's approach to resolving disputes with the Association. As you'll see in the report of the Chair, Grievances, there are several grievances that have been filed and that are at different stages of our procedure. As your former Chair, Grievances I am very well aware what each of these grievances entailed and the efforts made by the TFA Executive to attempt to resolve these differences. While the Administration has cast the Association Executive as being an unreasonable party to our grievance procedure, our track record in grievance arbitration has been quite successful in the last five years, which seems to suggest that we are anything but unreasonable. Unfortunately, the Administration, in the past, had resorted to not only making our grievance procedure an overly adversarial process but a competitive one as well. The Administration's neoliberal focus has prevented us from having and building sound labour relations, and instead relied on litigating to resolve our differences. Recent evidence of this was the recent reshuffling of the Administration's leadership where our most recent VPFA was appointed to be the Interim-Provost. Developing sound labour relations takes time, and to now restart and foster a new relationship with an Interim-VPFA who will stay for a short period of time is a setback to the momentum that the TFA Executive was developing.

In closing, I wanted to share how President Lachemi, in one of my first meetings with him, indicated that he was interested in listening and renewing a relationship with the Association. The Faculty Association is open to the idea of having a dialogue with the Administration on the issues I have raised in this term's bulletin as well as other issues related to the COVID pandemic and the physical safety of our campus. Meaningful dialogue, however, is predicated on being authentic. The challenge is whether the Administration can be transparent with the TFA on its actual agenda. Time will tell and we will have to employ some watchful waiting in the meantime.

Report from Chair, Grievance - Corinne Hart

As the new Chair of the Grievance Committee, I first want to introduce myself. I am Corinne Hart, an associate professor in the School of Nursing. I am honoured to be in this role and am already indebted to the wise counsel and experience of the members of the TFA Grievance committee. The current committee is comprised of Cecile Farnum, Tisha Ornstein, Diane Pirner, Maureen Reed, and our President Jesmen Mendoza, who serves as an ex-officio member. Andre Foucault, the Association's Executive Director of Labour Relations, and Shiraz Vally, our Labour Relations Officer, also serve on this committee and are integral to ensuring that members (and I!) are well-supported.

Grievances and Awards

There are currently 13 grievances at different stages of the grievance process, with 5 of these scheduled for arbitration. Since the last bulletin, we have received awards for two important grievance arbitrations. The first was Arbitrator Wilson's award in respect of the Administration's unilateral increase in our pension contributions. The arbitrator reinforced that there is *"nothing in the language of the Collective Agreement, the plan text or legislation allows the University to unilaterally increase the employee contributions."* As a result of this award, you should have received a lump sum representing your overcontribution to the Pension Plan, going back to January 1, 2021. Please check your August paystubs to ensure that you received pension reimbursement, identified as "RFA Lumpsum NonPensionable".

An award was also issued by Arbitrator Burkett for the Association's grievance arbitration on the infringement of academic freedom in the School of Fashion. This grievance centered on the lack of clarity about who 'owns' social media accounts that are housed in schools or departments, and what can be posted on these accounts. In acknowledging that there is a lack of policy related to the use of social media and Arbitrator Burkett directed the University *"to prepare a clear policy addressing and defining the university's social media accounts and provide guidelines and processes for their use."* The policy must be prepared, as per the Arbitrator's charge, within 6 months and with meaningful input from the Association. This is an important award, as a clear policy will better protect our members' academic freedom from spurious meddling of social media accounts by the administration.

We have dates in 2023 for the grievance arbitration on the arbitrary reduction of our benefits by the Administration. As we prepare, we may need to seek information about benefit reimbursement from TFA members. We encourage you to keep track of your reimbursements for medical and paramedical expenses, especially those that are lower than what you have previously been reimbursed.

Concerns with Policy 159

The Association has serious concerns about how Policy 159 (Academic Accommodation of Students with Disabilities), is being interpreted by Human Rights Services (HRS). We currently have a number of grievances where members have been investigated, charged and found guilty of human rights violations for what HRS considers a lack of accommodation. In several of these, Deans have then upheld student complaints of discrimination related to requests for interim or retroactive accommodations, upon the advice and investigation by HRS. It is important to note that in each of these cases, members who had accurately followed the policy as written and approved by the Senate, were paradoxically and inexplicably required to defend their correct use of Policy 159. The Association takes this very seriously and will be using the grievance arbitration process to challenge inappropriate readings and implementations of Policy 159.

Health and Safety: Sexual Assaults on Campus

As you are likely aware, there have been two violent sexual assaults in women's washrooms in Kerr Hall; one in March and more recently, in October. The Association is highly disturbed about the lack of action and transparency by the Administration around these assaults, which have continued to put the TMU community at risk. After the first assault on March 24, the Association worked with CUPE in support of the grievance they had filed that was directly related to this assault, which was perpetrated on one of its members. Given the lack of action on the part of the Administration, their neglect continues to leave members vulnerable to such vicious attacks. The TFA has now filed a grievance of its own. This grievance is currently proceeding through the grievance procedure, seeking a legal outcome.

Report from Chair, Grievance...

Getting to Grievance

If you have a concern that relates to your employment at TMU or wonder if there may be a breach of your rights under the Collective Agreement (CA), please do not hesitate to contact the Association for advice and/or support. While not every issue ends with a filed grievance, the Association is committed to addressing and resolving member issues. This includes exploring when a grievance may be needed.

The process for moving towards a grievance generally unfolds in this way:

- A member has a concern and brings this to either Andre Foucault or Shiraz Vally. The member does not need to know, at this point, whether their concern is grievable.
- Andre or Shiraz meet with the member and provide advice and direction. They may be able to find a resolution for the member at this stage.
- If the issue cannot be resolved and is within the purview of the grievance process, Andre and Shiraz bring it to the grievance chair, who consults with the member and Andre/Shiraz. This stage may also involve efforts to resolve the issue through discussion with the Administration as relevant.
- When an issue cannot be informally resolved, a grievance may be considered. The Chair takes the issue to the grievance committee, where following careful and deliberate consideration, the committee collectively decides whether or a grievance is appropriate to this situation. Something can only be grieved by the TFA when the issue relates to a breach of the Collective Agreement. The Association does not have a mandate to grieve things that are outside the CA.

In another bulletin I will outline what happens once a grievance is filed. For now, I want to reinforce that you should never hesitate to contact the Association with questions and concerns. We look forward to working with and for you.

Report from Health & Safety Officer - Habiba Bougherara

I would like to take this opportunity to share with you some updates on occupational health and safety.

JHSC Effectiveness Review

PSHSA, a consultant company, was retained to conduct an effectiveness review of TMU's Joint Health and Safety Committee (JHSC), including compliance requirements and an overall functional assessment. The specific objectives of the review include:

- Clarifying scope and purpose of the committee, which may help to inform membership decisions
- Establishing an effective and sustainable system for workplace inspection practices/processes
- Raising the profile and awareness of the JHSC
- Capitalizing on opportunities to learn from experience from COVID-19

The findings from this effectiveness review project will be summarized in a final report, which will be submitted to JHSC by the end of the year.

For the record, there were concerns about the vendor/company selection process and timeline raised by TFA-H&S member. It was agreed that, for future vendor selection related to JHSC Projects, all committee members will be involved.

COVID-19 updates

Effective September 6, 2022, TMU vaccine and masking policies were paused, following Ontario's public health measures. Despite these measures, the university continues to recommend wearing masks indoors.

Safety on campus

In light of the recent security-related incidents on campus, a request was made by the worker representatives on the JHSC to discuss these security-related incident during JHSC meetings to ensure transparency and accountability.

Report from Chair, Equity Issues - Lila Pine

Gender Race and Salaries

The Equity Committee, in collaboration with the Racialized Women Faculty Group, sat on a joint committee with the Office of the Vice-Provost Faculty Affairs to complete an intersectional analysis of gender race and salary at the University. The report itself was completed by Heather Krause who is a member of the American Statistical Association, CEO of We All Count (a project for equity in data), and a member of the United Nations Data Advisor Board of Directors. We are now in the process of interpreting the results, along with our recommendations, before the final report is released to the faculty.

Anti-Racism in the Classroom

As reported in last year's newsletter, the Equity Committee has been exploring ways of strengthening the union's support of members experiencing racism, homophobia, misogyny, and sexual harassment in the classroom. Together with the Professional Affairs Committee and student volunteers we organized a series of events, one for faculty, one for students and one for students and faculty together.

The faculty event, held virtually on April 14, 2022, was well attended and the conversation fruitful. The keynote was Dr. Ann Lopez, a faculty member in the Department of Leadership, Higher and Adult Education at the Ontario Institute for Studies in Education, University of Toronto. She is also the Director of the Center for Leadership and Diversity and Advisor to the Provost on Access Programs. Since there was not enough time to respond to all the questions in the chat, we reached out by email to everyone who posted questions and comments. It is our hope to keep the conversation going and in so doing create a safe space for racialized faculty and students to teach and learn. Below you will see the graphic notes from the faculty event.

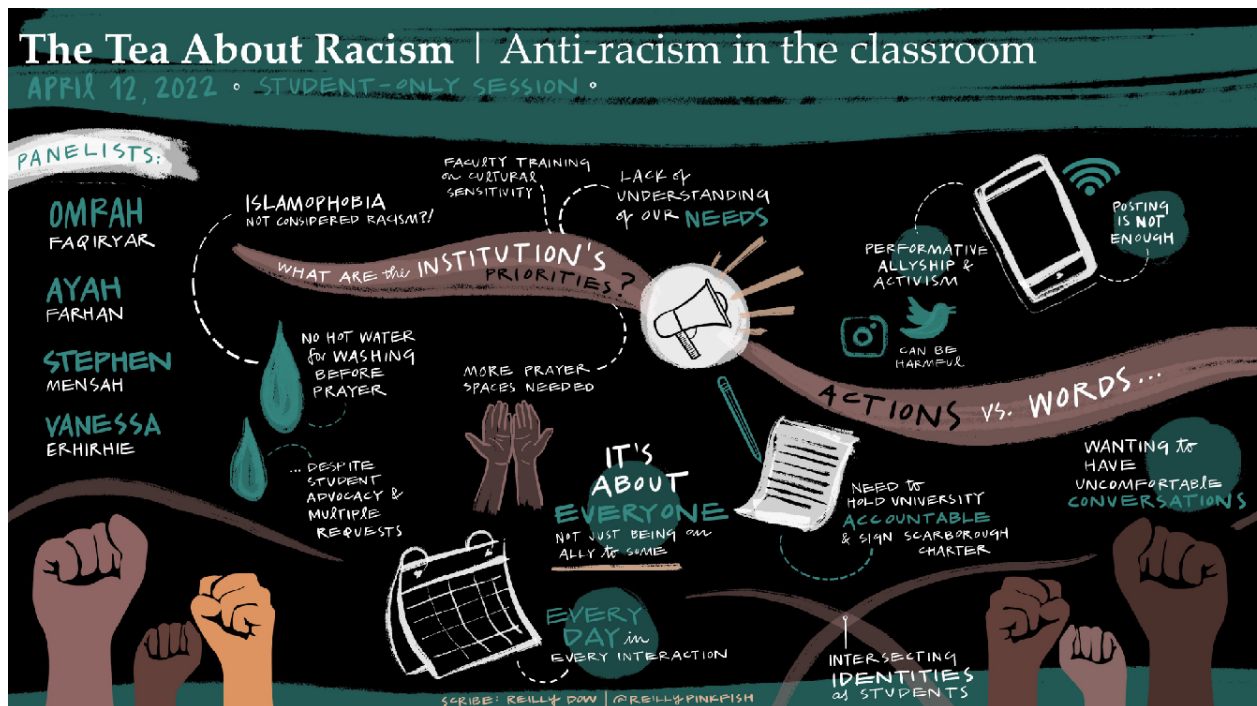
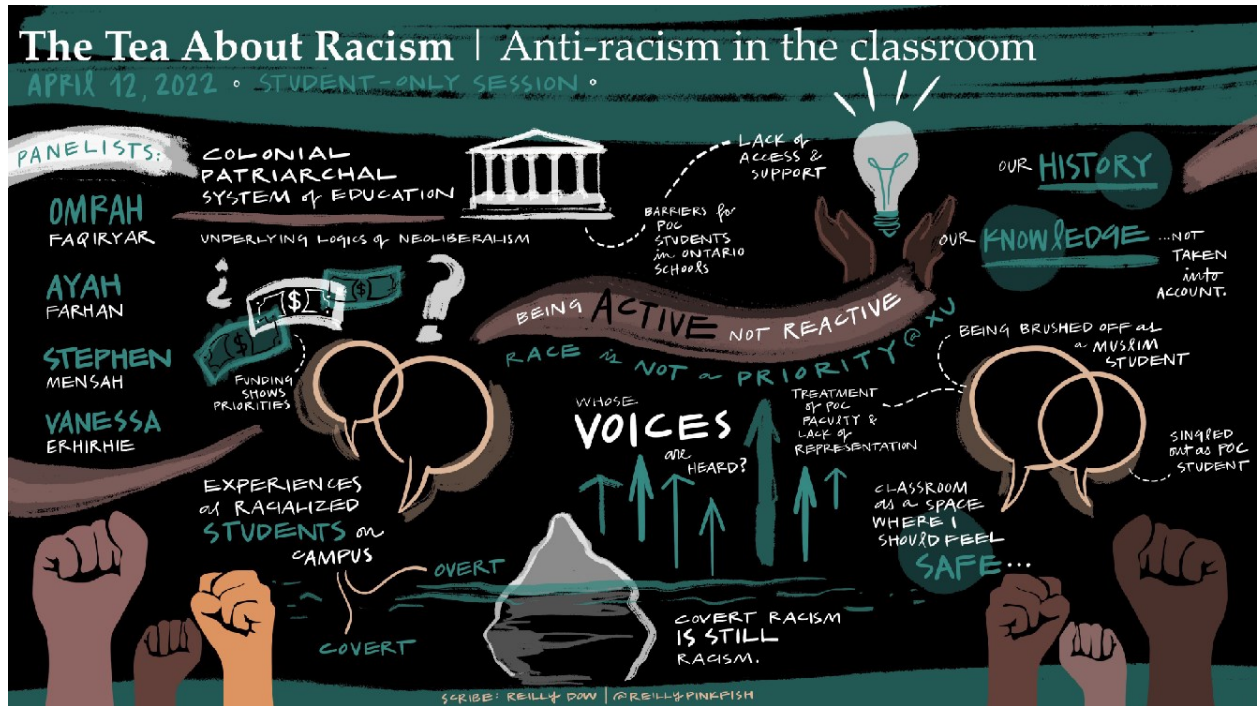


Report from Chair, Equity Issues...



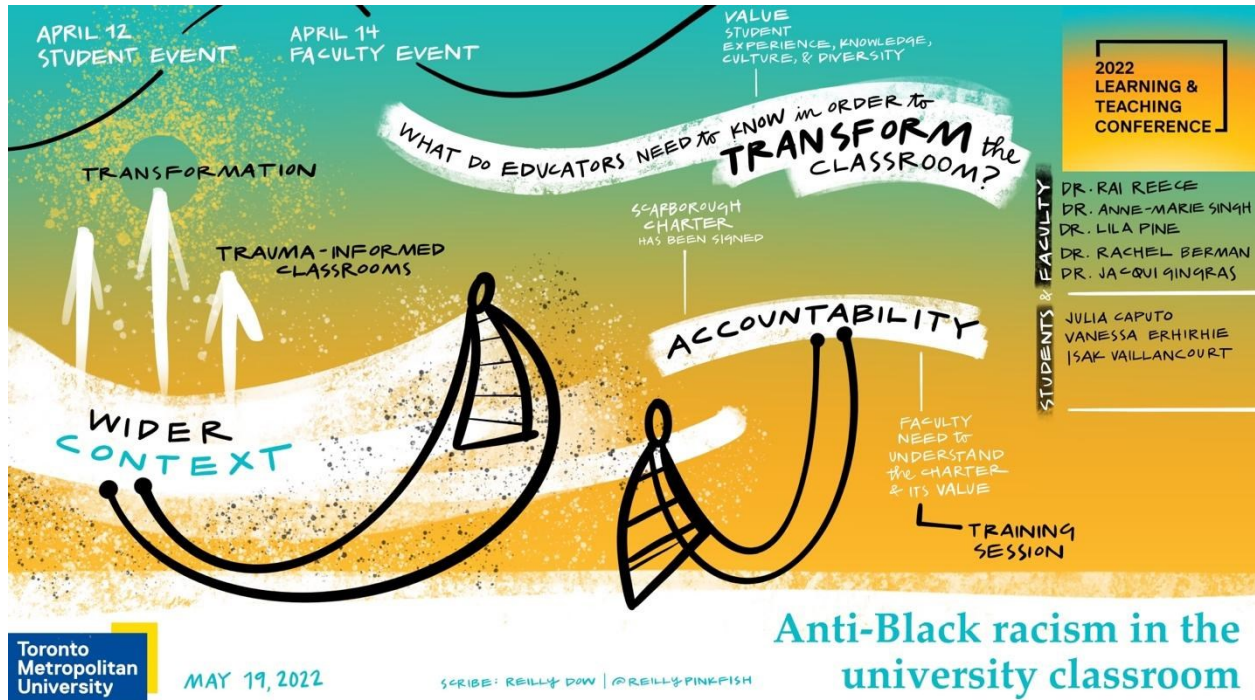
Report from Chair, Equity Issues...

The "Tea About Racism" event, for students was held virtually on April 12, 2022. As it was a student only event we did not attend, but from all reports and the graphic notes it was amazing.



Report from Chair, Equity Issues...

The student/faculty event was presented using a hybrid format at the Learning and Teaching Conference this past May. The graphic notes are below:



Out from Under the Tent

The Equity Committee, along with Hindus for Human Rights, PEN Canada, the Poetic Justice Foundation, Humanist Association of Toronto, Dalit Solidarity, Human Rights Watch, India Civil Watch International, and the Centre for Free Expression at TMU held a successful and inclusive protest screening of two films by Leena Manimekalai. There were over 100 attendees.

Some faculty asked why the TFA Equity Committee would take this on.

Leena Manimekalai's films engage with important social issues in India including violence against women, casteism, anti-Tamil repression, and rural and coastal livelihoods. She has been at the forefront of LGBTQ+ activism in India. This past summer Ms. Manimekalai's film, *Kaali*, was pulled out from Under the Tent, a program supported by the Canada Excellence Research Chair in Migration and Integration at TMU. After the initial screening, the Indian consulate, and groups friendly to the Indian government mischaracterized the films as "Hinduphobic," demanding an apology. As a result of this mischaracterization Ms. Manimekalai received threats of gendered violence and death threats. Ms. Manimekalai, who already faces marginalization as a queer South Asian woman and as an international student with precarious status, was targeted by the Indian state and right-wing nationalists.

Ms. Manimekalai challenges the use of the term "Hinduphobia" to describe her work: "I understand *Kaali* as my denied existence." As someone born into a Hindu family, she considers it her "absolute freedom to claim and own the deity" she grew up with and claim the Goddess Kali for all people from all kinds of backgrounds.

Instead of standing by a filmmaker committed to social justice and investigating if these films were indeed Hinduphobic, the institutions, including our own, quickly distanced themselves from Ms. Manimekalai's work. The Equity Committee's steadfast support for Ms. Manimekalai and her body of work is in keeping with our principles of standing against harassment based on gender, sexual orientation, race, and other forms of oppression.

Report from Chair, Equity Issues...



SUN SETS ON THE FOREHEAD OF THE GODDESS

Screening of two films by
Leena Manimekalai



**MAADATHY,
AN UNFAIRY TALE**
Narrative Feature • 90 mins

Maadathy is a tale about how a young girl who grew up in a "slave" caste group came to be immortalised as their local deity, Maadathy.



KAALI
Performance Documentary Short • 9 mins

"Kaali", the Indigenous goddess takes a quintessential trip on being, belonging and becoming in the streets of downtown Toronto.



Leena Manimekalai is a leading Tamil poet and a multiple award-winning intersectional queer feminist filmmaker with a strong repertoire of films across all genres and lengths. Maadathy: An Unfairytale, Sengadal: The Dead Sea, White Van Stores, Is it too much to ask, Goddesses, My Mirror is the Door are a few of her critically acclaimed films.

NOV 3, 2022

6:15PM • LIGHT REFRESHMENTS WILL BE PROVIDED
eventbrite.ca/e/sun-sets-on-the-forehead-of-the-goddess-tickets-445948202077



Next Up

Some areas of the university have become unsafe working environments, particularly for female faculty and students. We will turn our attention to this problem, perhaps calling on all of you to refuse to work in Kerr Hall until the university creates a safe space for everyone working there.

In closing, I would like to thank the following people for their hard work and dedication to the TFA Equity Committee: Dr. Anne-Marie Singh, Dr. Alireza Khatami, Alison Skyrme, Dr. Fahad Ahmad, Dr. Loyal Shuman, and Dr. Rai Reece

Report from Chair, Negotiating - Ian Sakinofsky

Current Collective Agreement Expiry Date

Our current Collective Agreement expires on June 30 2023. We are expecting to commence the negotiating of a successor collective agreement in April 2023, continuing through April, May and June 2023 as necessary, with the intention of completing negotiations prior to the June 30 deadline.

Should the parties fail to reach an Agreement by June 30 2023, and enter into a process of conciliation and/or arbitration, the current Agreement shall continue in force until a new Agreement is reached.

Meetings with Schools/Departments

The Negotiation Committee has been meeting steadily throughout the Fall semester, and we have been conducting meetings with each and every school/department to hear from the faculty members in each school/department what they feel the Association's bargaining priorities should be.

By the time that you read this newsletter, the Negotiating Committee will have met with 40 of the 53 schools/departments at this University. As we have not yet completed our tour of visits we are not able to share some of the trends that we have noted to date, here. However, once we have completed our meetings with all of the 53 departments we will provide a communique to the membership outlining the picture that has appeared.

Membership Survey

We are also planning to conduct a short survey in January 2023.

Mandate Setting Meeting

On March 8, 2023, the Association will be holding a general meeting of the membership at which the Negotiating Committee will be seeking the approval by Members, of a negotiating mandate. Members are urged to attend this meeting.

Composition of the Committee

The Negotiating Committee is composed of myself, Ian Sakinofsky (Human Resources Management & Organisational Behaviour), Immaculate Antony (Centre for Student Development and Counselling) Niushan Gao (Mathematics) Donna Koller (Early Childhood Studies) Jane Sprott (Criminology), and we are supported by Andre Foucault (Executive Director). Jesmen Mendoza, the President of the Faculty Association is an ex officio member of the Committee.

As a Committee we are developing a very positive working relationship amongst ourselves and are gearing up for the work ahead. We are very appreciative of the way that we have been received by the Schools/Departments that we have met so far, and for the support that we have been given.

Report from Chair, Professional Affairs - Rachel Berman

FACULTY ASSOCIATION AWARDS

At the AGM on May 9, 2022, the Professional Affairs Committee was pleased to announce the two outstanding recipients of XFA Awards.

- **Career Achievement Award- Dr. John Shields (Public Policy and Administration)**

This is an award which recognizes a sustained, outstanding career of contributions to one's profession, including one's discipline, students, and community.

- **Distinguished Service Award- Dr. Anne-Marie Singh (Criminology)**

The Distinguished Service Award recognizes outstanding service to the Faculty Association including, but not limited to volunteer commitments, sustained contributions over time, exemplary handling of duties associated with an office held, or contributions over and above those expected of office held.

Report from Chair, Professional Affairs...

FACULTY ASSOCIATION SCHOLARSHIPS

The Faculty Association Undergraduate Student Awards are adjudicated through University Advancement. Students are encouraged to apply via AwardSpring.

NEW FACULTY ORIENTATION

On October 20th from noon-1:00, the PA committee hosted an orientation on Zoom for our new members, which included tenure-track faculty, LTFs, counsellors, and librarians. Twenty new members participated along with several members of the Executive. The Executive members introduced themselves and talked about the role of the faculty association and highlighted areas of the Collective Agreement. If you are a new TFA member who was unable to attend, please log in to the password protected section of our website and find this posted under "member news" <https://www.rfanet.ca/>

Professional Affairs Committee.

The Professional Affairs Committee takes a leadership role in promoting creative and collegial exchange amongst members and between members and other professionals; supports the professional development of members through seminars; and adjudicates faculty award submissions. Please note there is currently one vacant position for a one-year term and two vacancies for a two-year term on this committee. We'd love to have your involvement. Join the PA committee! Please reach out if you'd like further information.

Rachel Berman, Chair, and Kristin Snoddon.

DO YOU HAVE AN IDEA FOR A PROFESSIONAL DEVELOPMENT SEMINAR? PLEASE CONTACT RACHEL BERMAN AT rcberman@ryerson.ca

Memoriam**Jane Monro**

Passed away on October 13, 2022 in Toronto at the age of 79. Jane was born in Glasgow, Scotland. While bombs were bursting, her father on fire watch up on the roof, her mother went into labour in a shelter. Jane lived in Scotland until the age of 23 when she ventured off to Toronto after getting married, Jane became a primary school Special Education teacher until deciding to go back to school. Jane received her Law Degree and decided to use her knowledge and became a professor at Toronto Metropolitan University (formally Ryerson University), in the Department of Business Law. Jane was also the Director of Student Affairs at the university where she ran exchanges in numerous countries travelling all over Europe. In her later years, Jane enjoyed volunteering at Kingston Road United Church, where she led a Grief Group, was a soloist in the choir and led jewelry making classes. She enjoyed teaching her whole life and continued it at her previous Retirement Suites by the Lake and also Scarborough Retirement Residence. She will be rejoining her son David and Sister Pat. She will be dearly missed by her daughter, Claire (Ben), and granddaughters, Cameron and Josephine. She will also be missed by her sister, Susan, and her family. Jane had a love of flowers and supporting local businesses. It is requested by the family that flowers be ordered via Kingston Road Flower Market, a shop she supported for decades. If donation is preferred, please donate to Heart & Stroke Foundation.



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

Ted Rogers School of Management

Nashid Anjum - *ITM*
Carene Boucher - *Finance*
Eugene Chan - *Marketing*
Lucas Dufour - *Human Recourses & Organizational Behaviour*
Arthur Liang - *Global Management Studies*
Lena Liang - *Hospitality & Tourism*
Matthew Marinett - *Law & Business*
Mehdi Shajari - *ITM*
Frank Wang - *Accounting*

Faculty of Science

Jason Chung - *Chemistry & Biology*
Carina Rebello - *Physics*
Tarushika Vasanthan - *Chemistry & Biology*

Faculty of Community Services

Yemi Adediji - *Urban & Regional Planning*
Areej Al-Hamad - *Nursing*
Jasmin Bhawra - *Occupational & Public Health*
Faye Fraser - *Child & Youth Care*
Denise McLane-Davidson - *Social Work*
Rob Moriarity - *Occupational & Public Health*
Jessica Omand - *Nutrition*
Monica Ruiz-Casares - *Child & Youth Care*
Rosanra Yoon - *Nursing*

Faculty of Engineering & Architectural Science

ChungHyuk Lee - *Chemical Engineering*

Counselling

Eden Abraham
Krystal Warner

The Creative School

Donna Abdelrazik - *Graphic Communication Management*
Alyssa Bistonath - *Image Arts*
Almudena Lopez Escobar - *Image Arts*
Matthew Jones - *Professional Communication*
Marcin Kedzior - *Interior Design*
Krzysztof Krystosiak - *Graphic Communication Management*
Eternity Martis - *Journalism*
Angela Misri - *Image Arts*
Ravindra Mohabeer - *Journalism*
Michele Pearson-Clarke - *Image Arts*
Shari Okeke - *Journalism*
Golam Rabbani - *Creative Industries*
Karen Sebesta - *RTA*
Afsoon Soudi - *RTA*
Zorinanna Zurba - *Professional Communication*

Faculty of Arts

Fahad Ahmad - *Criminology*
Patrice Allen - *History*
Andrea Anderson - *Criminology*
Pirachula Chulanon - *Philosophy*
Caroline Erentzen - *Psychology*
Jennifer Komorowski - *Philosophy*
Emmanuel Kyeremeh - *Geography & Environmental Studies*
Jeta Mulaj - *Philosophy*
Kanika Samuels-Wortley - *Criminology*
Margot Sullivan - *Psychology*
Fiona Thomas - *Psychology*
Julián Zapata - *Languages, Literatures & Cultures*

The TFA Executive for 2022/2023 is composed of the following members:

President	Jesmen Mendoza
Vice President ,Internal	Peter Danziger
Vice President, External	Dave Mason
Treasurer	Anthony Francescucci
Secretary	David Naranjit
Chair, Grievance	Corinne Hart
Chair, Negotiating	Ian Sakinofsky
Chair, Professional Affairs	Rachel Berman
Chair, Equity Issues	Lila Pine
Health & Safety Officer	Habiba Bougherara
Indigenous Faculty Representative	<i>Vacant</i>
Members At Large (2)	Alex Ferworn
	Susan Silver

TFA General Meeting

December 6, 2022 at 12:00 - 2:00 p.m.

Via Zoom Video Conferences

The Agenda Package will be sent out shortly

Disclaimer

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

THANK YOU

We would like to thank all contributors to this issue.

Editor: Jesmen Mendoza

Produced by: Stacy Stanley and Agnes Paje

TFA 2022 - 2023 Representatives' Council Members

Accounting	<i>Vacant</i>	ITM	1. Aziz Guergachi
Aerospace Engineering	Seyed M. Hashemi		2. <i>Vacant</i>
Architectural Science	1. Umberto Berardi	Interior Design	<i>Vacant</i>
	2. <i>Vacant</i>	Journalism	Marsha Barber
Chemical Engineering	Chil-Hung Cheng	Languages, Literature & Culture	Julián Zapata
Chemistry & Biology	1. <i>Vacant</i>	Law & Business	Michael Baumtrog
	2. <i>Vacant</i>	Law School	Alexandra Mogyoros
	3. <i>Vacant</i>	Library	1. Alison Skyrme
Child & Youth Care	<i>Vacant</i>		2. <i>Vacant</i>
Civil Engineering	1. Darko Joksimovic	Marketing	Matthew Philp
	2. <i>Vacant</i>	Mathematics	1. Niushan Gao
Computer Science	1. Elodie Lugez		2. Kathleen Wilkie
	2. <i>Vacant</i>	Mechanical & Industrial Engineering	1. Jamy Li
Counselling	Daniela Cristini		2. <i>Vacant</i>
Creative Industries	<i>Vacant</i>		3. <i>Vacant</i>
Criminology	Tammy Landau	Midwifery	<i>Vacant</i>
Disability Studies	Eliza Chandler	Nursing	1. Joyal Miranda
ECS	Janelle Brady		2. Diane Pirner
	Sejal Petal		3. Josephine Wong
Economics	1. <i>Vacant</i>	Nutrition	Yvonne Yuan
	2. <i>Vacant</i>	Occupational & Public Health	Aida Haghighi
Electrical, Computer & Biomedical Engineering	1. Vadim Geurkov	Philosophy	1. <i>Vacant</i>
	2. Lev Kirischian		2. <i>Vacant</i>
	3. <i>Vacant</i>	Physics	Aidan Brown
English	1. Jennifer Burwell	Politics	1. Andrea Migone
	2. Colleen Derkatch		2. <i>Vacant</i>
Entrepreneurship & Strategy	Neil Wolff	Professional Communication	Opeyemi Akanbi
Fashion	Caron Phinney	Psychology	1. Jason Deska
Finance	Yanfei Sun		2. Tisha J. Ornstein
Geography & Environmental Studies	1. Brain Ceh	Real Estate	3. Maureen Reed
	2. Emmanuel Kyeremeh	Retail	David Scofield
Global Management Studies	Hossein Zolfagharina	RTA	Juan Marcele Gomez
Graphic Communications	Natalia Lumby		1. Charles Zamaria
Health Services	Housne Begum	Social Work	2. <i>Vacant</i>
History	David MacKenzie		1. Dawn Onishenko
Hospitality & Tourism	Julie Kellershohn	Sociology	2. <i>Vacant</i>
HR & Organizational Behaviour	Peter Fisher		1. Jacqui Gingras
Image Arts	1. Gerda Cammaer	School of Performance	2. <i>Vacant</i>
	2. Izabella Pruska-Oldenhof	Urban & Regional Planning	Owais Lightwala
			Tanya Evidente
			Nemoy Lewis