

# University of Regina Faculty Association

Annual Report  
2020-2021



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# Statement of Purpose

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The purpose of the University of Regina Faculty Association is:

To enhance the freedom and quality of teaching, learning, scholarship, debate, thought and research within the University community;

To improve the working conditions of its members;

To uphold the principles of equality of opportunity and human rights;

To promote the sustainable economic development of the University;

To promote the ecological sustainability of the University;

To promote solidarity with the labour movement;

To advocate university affairs to all levels of government and the broader community.

*URFA Constitution, Article 2.1*

# President's Message

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**H**ello! And happy spring. As least, I hope so, I am writing this in February, still deep in the midst of winter.

In any other year, this meeting would mark the first-year anniversary of my position as URFA President. However, I don't need to say what happened to change that!

The first nine months of this job have been eventful, especially in the URFA office. Since my last report in fall, URFA has welcomed a number of new faces, including Dr. Heather Ritenburg as our new Executive Director. Many of you will have had the pleasure of working with Heather in her capacity as a Member Services Officer at URFA since 2016. Heather stepped up in the fall to act as our Interim Executive Director and I am thrilled to be continuing to rely on Heather for all of URFA's operational needs, as well as for her immense knowledge of what URFA does and what URFA stands for. Heather provides a steady, immensely knowledgeable presence, and she cares deeply for URFA. I believe that our association is in very, very capable hands.

New faces also include our new Communications Officer, Ellen Paulley, and two Member Services Officers, Lisa Bighead and Landon Schaffer, who are covering terms of employees on leave. We also have two bookkeepers helping us out on a temporary basis; thanks to Jane Desplenter Rose and Debbie Sagel for that. A huge thank you to all of our staff who do the good, solid work of running our association and supporting our members (and put up with my many questions and plans!).

The staff have been busy. The office has reported a large increase in members reaching out to URFA for support in a number of ways. Many of the issues stem from the changes at our institutions due to remote working and emergency remote teaching. Members are experiencing increased workload and a corresponding stress on mental health. While URFA was able to negotiate some relief in the form of contributions to increased financial costs of working at home and a

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**“ The upcoming year will see us start to more fully implement our strategic plan. ”**

# President's Message *(con't)*

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delay in performance review for faculty and instructors, we are still struggling with how to provide support for the plethora of issues that stem from intense changes in our working world. That will continue to be my focus in the upcoming year as I intend to engage with other faculty associations here in Saskatchewan and nationally to share ideas on how to go forward.

URFA continues to keep an eye on issues that indirectly impact our members. Examples include worries that the privatization of the bookstore will impact how our members and students obtain text books and how the libraries interface with the academic mission and the potential of improper use of software collecting metric (SciVal and the on-line peer review software). The University of Regina Student Union has reached out to us for help in supporting students negatively impacted by electronic proctoring. And, of course we are following the University of Regina's challenging financial situation due to the campus closure.

The upcoming year will see us start to more fully implement our strategic plan. We are looking forward to starting to work on education campaigns on the importance of collegial governance and reengaging with the Saskatchewan Federation of Labour. Over the academic year 2020-2021, URFA negotiated

collective agreements with Luther College and with the Academics at First Nations University of Canada. All other collective agreements expire in 2021. It will be a busy year. As per usual.

While we all miss the day-to-day meetings in hallways, COVID-19 has given us some opportunities to connect in different ways. It's been great to see such good turnout at the URFA Town Halls organized by our Member Mobilization Committee (MMC). It has been rare in the past that URFA has had a regular forum where we can share news and collect feedback. Thank you to all who have attended. I will also note that there are other opportunities to connect as well. Please consider visiting our "virtual tables" that the MMC has been organizing throughout the semester. And please consider joining us – URFA is in need of volunteers to contribute in a number of ways.

Keep doing the good work that you do. Keep reaching out to each other and to URFA for support. As we move into a new paradigm, we will succeed best as a collective.

In solidarity,  
Britt Hall  
URFA President

# Strategic Plan 2021-2026

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## VISION

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University of Regina Faculty Association members are diverse, engaged and secure in their employment and physical, mental, spiritual and emotional health. In an environment of academic freedom, freedom of expression, collegiality and respect, they drive a culture of teaching, research and community engagement that makes the world a better place.

An URFA member is:

- Respectful
- Inclusive
- Collegial
- Inquiring

## VALUES

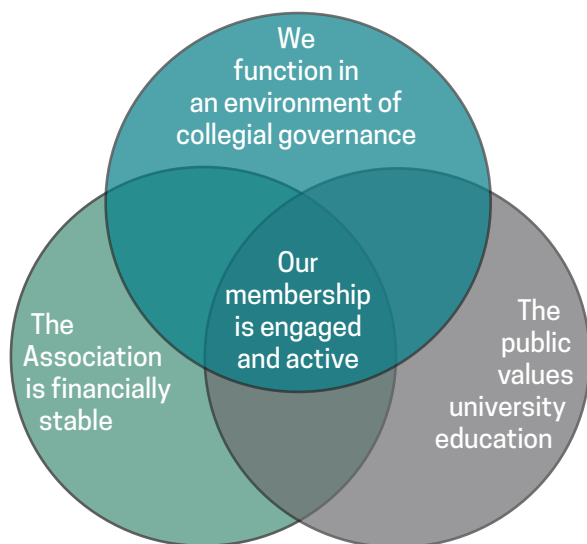
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## MISSION

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The University of Regina Faculty Association achieves its vision by:

- Providing a unified and inclusive voice on behalf of its members
- Bargaining collective agreements
- Defending and protecting members' rights
- Fulfilling our role in collegial governance
- Educating members and the public about workplace issues
- Engaging in respectful and inclusive relationship-building
- Advocating for strong public university education



## STRATEGIC DIRECTIONS

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# Collective Bargaining

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## **FNUniv Academic**

A four-year agreement (2018-2022) was ratified by the FNUniv Academic membership in May of 2020. After several months of interest-based negotiations, the parties were able to make a number of improvements.

Some of the main achievements include: parity with the University of Regina in salaries, pensions, APEA, and wellness accounts with an additional 1.75 per cent wage increase in 2021-2022 that extends past the University of Regina agreement. In addition, parental leave time has been extended and the top-up increased; six-month sabbaticals are paid at 100 per cent after a three-year qualification period; improvements to the performance review process have been made; and the parties confirmed that the Associate Dean positions that resulted from recent academic restructuring would be in-scope positions.

Special thanks go to Dr. Tara Turner for serving as the Lead Negotiator and Dr. Ed Doolittle for serving on the Bargaining Committee.

## **FNUniv Sessional Academic Staff**

Negotiations began in October, 2019 prior to the expiration of the agreement in December of 2019. Since the transition to an online bargaining format due to COVID-19, progress has been slow but steady. At the time of writing, the parties have reached tentative agreement on the majority of the initial proposals and have moved into position-based bargaining on the final items.

Your bargaining team continues to work towards the goals of supporting professional development, increasing job security and hiring transparency, and achieving competitive compensation for Sessional Academic Staff Members at First Nations University. URFA would like to thank Christian Thompson and Juliet Bushi for their ongoing service and dedication as members of the FNUniv Sessional Academic Staff Member Bargaining Committee.

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# Collective Bargaining *(con't)*

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## Luther College

Academic staff members at Luther College voted in favour of a four-year collective agreement (2017-2021) with Luther College, unfortunately less than one year before the agreement expires. The agreement includes increases in compensation that maintain parity with Academic members at the University of Regina, increases to pension contributions, increases to APEA accounts, and improvements for sessional lecturers including expansion of rank and reimbursement for professional development.

The Luther negotiating team--Dorothy Lane (Chief Negotiator) and Louis Awanyo (Luther Academic Staff)—thanks URFA staff for its support in helping us through an entirely-remote and challenging round of negotiations, especially through June 2020. And thank you to all Luther Academic staff members for their engagement and advice throughout the bargaining process.

Getting the finalized agreement signed and formalized, which did not occur until early fall 2020, depended on the efforts of administrative staff, both at URFA and at Luther College. Our members are grateful for that work.

Our members also hope that the pattern of waiting for the conclusion of UR-Academic negotiations – a practice that is based mostly on tradition – can be altered with some consideration of how our bargaining unit both has become dependent on and has been restricted by the negotiations at UR and Champion College. There is no reason why this pattern must be maintained, or why our members—who often teach for several units—cannot be included in discussions from a much earlier point. Attempts to participate in pre-bargaining workshops and committees have generally been restricted to University members.



# Member Services

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Each year, your team of Member Services Officers (MSOs) spend hundreds of hours assisting and advocating on behalf of members across all seven bargaining units, both on the main campuses and those who work remotely.

In 2020, URFA Member Services Officers:

- Supported multiple bargaining committees to negotiate their Collective Agreements
- Provided representation and advice during meetings between members and the employer
- Filed grievances on behalf of members
- Worked with members to resolve member conflicts
- Assisted members in obtaining workplace accommodations
- Held information sessions on the appeals process
- Provided guidance and advice for performance reviews
- Provided guidance, advice and support during workplace investigations
- Provided guidance and advice on appointments and terminations
- Assisted with return to work following leaves
- Answered member's questions about information in their collective agreement
- Answered member's questions about retirement and pensions

Whether you need advice, want clarification or have a workplace issue you need to discuss in private, URFA offers a welcoming and safe environment. URFA MSOs are experts on your collective agreement, and are trained and skilled in various conflict resolution strategies. They are able to offer you advice and guidance that are in your best interest.

No question or issue you have is too small, and all conversations and correspondence with URFA are kept strictly confidential. URFA will never share information with the employer or contact the employer without obtaining your consent.

In 2020, URFA MSOs participated in various professional development opportunities keeping them current in labour and accommodation law, including progressive discipline. MSOs also furthered their skills in conflict resolution. MSOs are continuing ongoing training with a focus on diversity, inclusion and indigenizing faculty associations.

Your team of URFA Member Services Officers looks forward to continuing to represent and advocate on your behalf in the year ahead, and remind members that they can be contacted at any time through the URFA office.

# Council of Representatives

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**T**he Council of Representatives (COR) continues to provide valuable insight into the working of our University campuses. In this time of disconnect, it is vitally important that this body bring issues and news to the Executive from all across our community.

Since the Fall General Meeting, COR has had two meetings. The most valuable aspect of the meetings is the “Round Table” agenda item that provides a virtual space for exchange of ideas, updates, questions and answers, and camaraderie among members of different units. Overall, and to no one’s surprise, most of our representatives report that members are feeling

sessional academic members are being asked to work outside normal contract times and are seeing increased enrollment in course sections with no notice. Sessionals have also expressed feedback on the relatively new preference and priority status. Administrative, professional and technical (APT) members are being asked to use banked vacation time regardless of the increased workload that they face will be left undone during their time off. Other issues that have been brought to COR’s attention have been safety issues in accessing the few entrances on campus when necessary, a frustration in mixed messaging from their administrators, and concerns about program changes. COR

has also heard about frustrations members may have when engaging with URFA. As always, we appreciate this feedback.

We also hear more positive news, such as changes in leadership, support of members by colleagues

and units, student successes in units, and appreciation for staff that provide support (especially the IT folks!). These examples of both positive and concerning news are just a small

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**“The Council of Representatives continues to provide valuable insight into the working of our University campuses.”**

overwhelmed and frustrated with issues such as workload and caregiving in COVID times. In addition, permanent academic members are noticing an increase in the support that students are requiring, concerns surrounding the use of exam electronic proctoring, while

# Council of Representatives *(con't)*

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sampling of the information that we receive on COR.

URFA provided COR with an opportunity to engage with experts outside of COR. For example, Chantal Sundarama joined our November COR meeting. Chantal Sundarama is a Collective Bargaining Officer from Canadian Association of University Teachers (CAUT) and is assigned to support URFA. URFA asked Chantal to provide a national “lay of the land” update on how other institutions and CAUT are dealing with the pandemic. Four themes of her talk were collegial governance, health and safety, mode of delivery of work and issues with workload, and bargaining/job action in remote working environments. Her knowledge and insight

were valuable and she ended her presentation on mechanisms that CAUT can use to help associations during the pandemic. COR is made up of URFA members like you and every spring we issue a call for volunteers to fill vacant positions. If you see that your constituency is without a representative, please consider putting your name forward. If you are not sure, come to a meeting to check us out! COR meets quarterly with meetings lasting approximately two hours. COR meetings are open to all URFA members. Those who wish to attend the meetings may do so at any time as a non-voting member. Just get in touch with [URFA@uregina.ca](mailto:URFA@uregina.ca) and we will send you a zoom link.

# Equity Committee

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**T**he equity committee has been meeting regularly and, over the winter term, has begun a process of examining our focus and objectives as a committee. We are gathering information about recommended practices for ethical and collaborative committee work,

identifying key equity issues to focus on, and developing strategies to be more proactive around equity to the meet needs of our members and campus community.

# Sessional Advocacy Committee

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The Sessional Advocacy Committee (SAC) meets bi-monthly throughout the year to discuss means by which we can inform, encourage and advocate for Sessional colleagues in relation to the interpretation and implementation of our respective Collective Agreements. We work towards expanding active engagement among Sessionals and raising awareness of Sessional issues amongst students and faculty colleagues on university campuses and beyond.

SAC committee members have participated in bargaining on the most recent Collective Agreements with University of Regina and Campion College and are currently in bargaining with First Nations University of Canada. We are glad to be playing active roles in bargaining and look forward to building on the gains we have achieved for Sessionals in our latest contracts.

In 2019, SAC successfully petitioned the Council of Representatives to put forward the constitutional change required for participation on URFA Executive and in 2020 achieved voting representation on URFA Executive. With full committee membership and the additional participation of alternate committee members, SAC continues to advocate for proportional representation of Sessional members in all areas of URFA governance.

In addition to continuing our work with URFA staff to consult with Sessional members through surveys and to develop and distribute information on Sessional issues through newsletters and social media, SAC is currently developing actions and initiatives to support and expand our work on and beyond our campuses.

“ We are proud that the URFA Sessional Advocacy Committee is active in building Sessional collegiality.”

We are proud that the URFA Sessional Advocacy Committee is active in building Sessional collegiality. If you would like to attend a meeting and voice ideas, questions or concerns, would like to get involved with the Committee or talk about your work as a Sessional we are here to support in whatever ways we can. We also welcome opportunities to collaborate with our permanent faculty colleagues on the important work of building equitable employment for all URFA members. There are many ways to participate, so please get in touch. The SAC email addresses are posted on the URFA webpage so drop us a line or visit the [URFA Sessional Academic Staff Facebook page](#).

# Grievance Committee

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The Grievance Committee provides oversight, assistance, and direction to URFA in its weighty task of ensuring the enforcement of the seven distinct Collective Agreements negotiated between the employer and our members (Campion College; First Nations University — Academic; First Nations University — APT; First Nations University — Sessionals; Luther College; University of Regina — Academic; University of Regina — APT). A major element of this work involves oversight of individual, group, and policy grievances, including decisions about whether to pursue grievances, whether an unresolved grievance should be taken to arbitration, and what kinds of resolutions would constitute acceptable results of a grievance.

The overriding principle that guides these decisions is ensuring that our members — all of our members — are being treated fairly by the employer, and that members are being fairly represented in the grievance process. In addition, the Grievance Committee bears responsibility for ensuring that members are informed about their rights, and about the processes that exist to protect and defend those rights. It also aims to improve the process for members by making appropriate recommendations to the Executive Committee, to COR, to the Equity Committee, and to Bargaining Committees, as circumstances warrant. The Grievance Committee works closely

with, and relies upon, the insight, experience, and integrity of the URFA staff, and in particular of the URFA Member Service Officers.

One of the notable things about the Grievance Committee is that it is structured as a representative committee: there is a dedicated member on the committee for each of the varied constituencies and contracts URFA represents, including representatives for each of the contracts URFA is party to with Campion College, Luther College, First Nations University of Canada and the University of Regina. This means that as a member of URFA, you have a rep on Grievance, whether you are a sessional instructor, a full-time academic employee, or (at U of R and FNUniv) an APT member. For each member of the Grievance Committee there is an alternate member, who may attend all meetings, but who only votes if the regular member must be absent. It would be hard to find a more dedicated, serious, and thoughtful group of people than the committee members I have worked with over the past two years.

They deserve your thanks and the thanks of the association for their unremitting and often unrecognized diligence in ensuring adherence to the collective agreements. There is a list of the committee's membership available at [www.urfa.ca/committees/grievance](http://www.urfa.ca/committees/grievance), and I

*continued on page 14*

# Grievance Committee *(con't)*

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encourage you to feel free to contact either me or your Grievance Committee rep if you have any questions or concerns about the grievance process.

Over the last year, the Grievance Committee has overseen the resolution of some 25 different grievances — note, this is not the same as the number of complaints received by the URFA office, which is much larger. This figure only represents the number of formally filed grievances that have been resolved in the last year (more or less). Resolutions include pursuing arbitration (which may resolve the case in our favor or not in our favor), and, more frequently, negotiating settlements with the employer. In addition, we have approximately 15 open grievances at the moment. The vast majority of our open cases at the moment are drawn from the U of R Academic contract.

Other open cases include U of R APT and First Nations University Sessionals. Arbitration is expensive and its results uncertain, and so when we can, we try to resolve grievances through settlements. One recent case where this was not an option, however, was the add-one/drop-one policy grievance, a matter on which URFA and the U of R differed irreconcilably in their interpretation of the language around compensation in the most recent U of R Academic contract. As you have already been informed by the URFA office, the arbitrator ruled against us in that case.

For the next few months, at least, the Grievance Committee will be considering how we can best support URFA in its efforts to ensure that the employers do not violate collective agreements in their responses to the COVID-19 pandemic. Issues related to equity remain on our radar, as does restorative practice. Going forward, the Grievance Committee hopes to devote at least some of its attention over the next year to its mandate to provide member education. It would be very helpful for us to know if you have any ideas about the sorts of issues we should be addressing. Please contact me or your Grievance Committee rep (you can look up your rep at [www.urfa.ca/committees/grievance](http://www.urfa.ca/committees/grievance)) if you have any ideas or any concerns at all.

Best wishes for a safe and healthy conclusion to the semester!

William Arnal, Chair  
[william.arnal@uregina.ca](mailto:william.arnal@uregina.ca)  
[urfagrev@uregina.ca](mailto:urfagrev@uregina.ca)

# Member Mobilization Committee

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The Member Mobilization Committee (MMC) has continued to be active in keeping URFA members in all bargaining units engaged and informed. When URFA pivoted to remote work in

March 2020 due to COVID-19, MMC's mandate continued to be important with helping the association having a strong online presence and connection to its members.

Committee highlights:

Coordinating and scheduling of virtual town halls for all URFA members. These have been hosted by URFA President Britt Hall and the events are an opportunity to hear updates from your association and to ask questions. Town halls were scheduled on February 3, 2021, November 25, 2020, and October 7, 2020. MMC will continue to schedule these on a regular basis.

Coordinating scheduling of and staffing one-hour virtual tables. Their purpose was the same as the physical pop-up tabling that the MMC had done prior to March 2020. In 2021 virtual tabling occurred on Feb. 24 and 25, Jan. 27 and 28. In 2020 tabling took place on Nov. 10, 12, 17, 18, and 19. MMC will continue to schedule these on a regular basis.

Providing support for future rounds of bargaining negotiations.

The MMC meets about once a month and is always looking for new members from across all campuses and bargaining units. If you would like to get involved, please contact the URFA Office.



# Treasurer's Report

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URFA Finance Committee met twice since the Fall General Meeting on September 28, 2020. On November 16, 2020, the Committee reviewed the second quarter financial statements and audit findings letter. They met again on February 12, 2021. They recommended an increase of the mill rate to 1.35 per cent and the revised terms of reference for approval to the URFA Executive Committee. The Finance Committee also reviewed the first quarter 2021 financial statements and forwarded them to the Executive Committee for approval.

This year the committee will also:

- Review 2020-2021 annual financial statements and make recommendations to the Executive Committee
- Review and provide recommendations regarding the URFA's Bursary Fund
- Review the 2021-2022 budget and forward to the executive committee for approval

In April 2018, URFA members voted to increase member fees to 1.35 per cent (from 1.15 per cent in 2017), at 0.05 per cent each year for four years, starting May 1, 2018, with a review in year three by the Finance Committee to

determine whether or not the final .05 per cent increase in year four, was necessary. On March 16, 2021, the Executive Committee approved the Finance Committee's recommendation to increase the mill rate to 1.35 per cent effective May 1, 2021 by adding the final 0.05 per cent increase. Two rationale are: (1) URFA still faces financial uncertainties in the wake of the Covid pandemic, and (2) URFA has lost in fall 2020 the only source of income other than member fee: employment insurance (EI) rebate from the government. This EI rebate is roughly \$74,000 per year. The mill rate increase will help URFA in coping with financial uncertainties in the next few years and the loss of EI rebate income.

From time to time, there are vacant positions on the Finance Committee. If you are interested in filling a vacancy when they arise, please contact the [URFA office at urfa@uregina.ca](mailto:urfa@uregina.ca).

Youngsoo Kim (Chair)  
Andrei Volodin  
Saman Azadbakht  
Donald Stevens



# URFA by the Numbers 2020

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**1,500+**  
URFA members

**74** Committee meetings

**5** Collective Agreements to negotiate in 2021

**13** member meetings, town halls, and virtual tables

**COUNTLESS**

hours from members serving as volunteers, committee members, council representatives

**7** bargaining units

**2** Collective Agreements negotiated

**124**  
URFA members who volunteered as committee members and council representatives

# Communications

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**W**ith many URFA activities, meetings and gatherings shifting to virtual formats over the past year, communication has played an important role in helping URFA members, committees, Executive and the office stay connected. Supporting virtual town halls, virtual tablings, creating Zoom backgrounds, distributing E-Updates and engaging with members on social media are some of the ways that we have adapted to the topsy-turvy environment that COVID-19 brought.

## Communications plan

The launch of URFA's new strategic plan created an opportunity to update, revise and expand the existing communications plan to align with the strategic plan. The communications work completed over the past years created a strong foundation to build upon. Several of the updates to the communications plan include the addition of the following high-level communications goal:

This goal is supported by four SMART (smart, measurable, attainable, relevant, timely) objectives. An expanded evaluation section provides direction for how to assess URFA's communications efforts.

## Communications channels

We continue regularly sharing information with you on Facebook and Twitter and in our E-Update. Conducting a social media audit assisted in the revisions to the communications. Additionally, URFA now has a presence on LinkedIn.

We continued our distribution of E-Updates. These emails remain a key tool to share timely and important information with you. We also distributed two print editions of Update, one which was our 2019-2020 annual report and one in Fall 2020.

## Communications projects

We undertook some new projects to help us help you. One was the development of a project idea form that committees can use to guide their brainstorming about potential communications needs that would help us help you and support you as URFA members.

We also began collecting translations of our strategic plan summary so that this information can be available in as many languages as possible. It is the willingness of URFA members like you to translate this text that makes this project possible. Thank you!

## Here for you

We are always here for you. If you have a communications-related idea or question, please reach out to our office and we would be happy to chat with you. Strong connections between you and our office team help us provide you with the best possible support.

# Volunteer Appreciation

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To our many volunteers who contributed over the past year to keep our Association running strong, thank you. Whether it was through serving on a committee, joint committee, Council of Representatives, or facilitating online meetings, your support and contribution to the ongoing success of URFA is greatly appreciated.

Keaneena Agecoutay  
Darrell Agopsowicz  
Sultan Ahmed  
Terri Allard  
William Arnal  
Lee Aument  
Louis Awanyo  
Saman Azadbakht  
Marta Bashovski  
Greg Bawden  
Michelle Beitel  
Jon Belanger  
Jan Bell  
Jody Bellegarde  
Fang Bian  
John Bird  
Rose-Marie Bouvier  
Lauren Bradshaw  
Ian Brown  
Juliet Bushi  
Shelagh Campbell

Candace Cappo  
Claire Carter  
Noel Chevalier  
Jason Childs  
Faye Cote  
Stacey Crooks  
Kate Cushon  
Maria Davis  
Kieren de la Rue  
Jane Desplenter Rose  
Edward Doolittle  
Peter Douglas  
Douglas Durst  
Allan East  
Mohamed El-Darieby  
Patricia Elliott  
Kevin Fiessel  
Dawn Flood  
Erika Folnovic  
Robin Ganey  
Cory Gauthier

Amanda Gebhard  
Fidji Gendron  
Gagandeep Gill  
Melanie Goodwin  
Brenda Green  
Gwen Grinyer  
Charles Gyan  
Britt Hall  
Dwight Heinrichs  
Jean Hillabold  
Shela Hirani  
Garson Hunter  
Iqbal Husain  
Rachel Husband  
Vincent Ignatiuk  
Meaghan Jones  
Trina Joseph  
Darlene Juschka  
Rosalyn Kelsey  
Rubina Khanam  
Youngsoo Kim

# Volunteer Appreciation *(con't)*

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Leta Kingfisher  
Bridget Klest  
Ramona Kyabaggu  
Gaynor Kybett  
Carrie La Vallie  
Dorothy Lane  
Jeff Loucks  
Jennifer Love Green  
Richard MacLennan  
Andi Martin  
Philippe Mather  
Rene Mayorga  
Barbara McNeil  
Karen Meagher  
Dwayne Meisner  
Barbara Meneley  
Megan Milani  
Larry Miller  
Edward Morris  
Anna Mudde  
Patrick Neary

Jackie Nixon  
Paul Omoyefa  
Kathleen O'Reilly  
Natalie Owl  
Sandy Pipko  
Tanya Pivovar  
Vivian Puplampu  
Graham Purse  
Gillian Ramsey  
Veronica Ramshaw  
Imtiazur Rehman  
Sylvain Rheault  
Christian Riegel  
Katherine Robinson  
Randal Rogers  
Mike Rollo  
John Michael Shires  
Paul Simard Smith  
Marc Spooner  
Donald Stevens  
Michelle Lynn Stewart

Scott Stulberg  
Ida Swan  
Fadi Tannouri  
Alex Teixeira  
Christian Thompson  
Lisette Tillman  
Paitoon Tontiwachwuthikul  
Robert Truszkowski  
Sean Tucker  
Tamara Tucker  
Tara Turner  
Jirayu Uttaranakorn  
Jan-Paul Venter  
Andrei Volodin  
Angelina Weenie  
Stephen Wihak  
Jinkai Xue  
Lei Zhang  
Zhou Zhang

# Executive Committee

Britt Hall	President	May 1, 2020 – April 30, 2022
Paitoon Tontiwachwuthikul	Vice-President Academic	May 1, 2019 – April 30, 2021
Megan Milani	Vice-President APT	May 1, 2020 – April 30, 2022
Youngsoo Kim	Treasurer	May 1, 2020 – April 30, 2022
William Arnal	Grievance Officer	May 1, 2020 – April 30, 2021
Darlene Juschka	Member at Large Academic	May 1, 2020 – April 30, 2021
Jane Desplenter Rose	Member at Large APT	May 1, 2020 – April 30, 2021
Claire Carter	Equity Officer	May 1, 2020 – April 30, 2021
Barbara Meneley	Sessional Representative	May 1, 2020 – April 30, 2021



# Staff

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Heather Ritenburg	Executive Director (February 2021– present) Interim Executive Director (October 2020 – January 2021) Member Services Officer (until October 2020)
Kevin Siebert	Executive Director (until September 2020)
Colin Tether	Member Services Officer
Frank Mentes	Member Services Officer
Landon Schaffer	Member Services Officer (term)
Lisa Bighead	Member Services Officer (term)
Ellen Paulley	Communications Officer (term)
Eric Bell	Communications Officer (until October 2020)
Debbie Head	Financial Officer
Kathy Sthamann	Administrative Assistant
Dana Tarnes	Administrative Assistant



## Connect with us

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[urfa@uregina.ca](mailto:urfa@uregina.ca)

 [www.urfa.ca](http://www.urfa.ca)

 [facebook.com/UofRFA](https://facebook.com/UofRFA)

 [@UofRFA](https://twitter.com/UofRFA)

