

Latest Findings in Relation to Academic Standards

York Is Us Research Institute, York University Gates, Toronto

“A strange turtle-like creature has been sighted off York University’s Keele campus. While it swims like a shrimp in media friendly waters, it is in fact a reactionary discourse that lowers the academic standards and collegiality in our university community.” This startling observation is the work of CUPE 3903’s internationally acclaimed Network of Centres of Excellence, the York Is Us Research Institute. Canadian tenuous-stream professors Joan of York, Bart Darkman, Eileen Left, Zero Hero, Caree Routsider, Professor Basta, Rebecca Two Bucks, and Professor Marginati, with a team of graduate assistants and technical experts have spent the last two and a half months recording and analyzing the resurgence and reproduction of a dangerous discourse that has surfaced in response to events at York University in Toronto, Canada.

The groundbreaking research followed the efforts of a small group of full-time faculty to urge York University Faculty Association (YUFA) Executive to muzzle YUFA members who supported the concerns of their striking colleagues and graduate students. The researchers first reported the emergence of this reactionary discourse with professor Bernie Lightman’s December 8, 2008 petition, which, while taking a clear position with regards to CUPE proposals, attempted to cloak itself as “dignified neutrality.”¹ Only 11% of YUFA’s 1,450 members signed the petition, demonstrating that the majority recognized the petition’s specious rationale. However, with its extreme partisanship duly exposed by the York Is Us Research Institute in 2 successive publications,² the reactionary discourse gathered greater resolve over the holidays and strengthened its ties with the York Administration.

When they analyzed the documents circulated between January 12 and 14, 2009 (Appendices 1-4) closely, researchers came to the conclusion that this discourse is a scholarly sham, insofar as it is characterized by the complete absence of the necessary signs of scholarly standards, such as sound

arguments, emotional distance and factual accuracy. The discourse's dismissal of academic standards was compounded by a lack of collegial respect. "What may seem basic to most members of the university community provokes highly subjective reactions amongst those who signed the Lightman petitions," note Joan of York et. al. "Notwithstanding the well-established fact that most reactionary discourses are dumb, this particular discourse functions as an exemplary specimen of the corporate brownnosing disease that has been gripping universities across Ontario and North-America for two decade now, leading to a radical lowering of academic standards and endangering the future of our institutions of higher education."

Led by distinguished Tenuous Canada Research Chair Joan of York, Department of Justice and Inspiration, and using advanced data mapping technologies, the research team analyzed the findings in terms of salary, department, repeat signees from the petition 1, and gender. In all, the researchers believe they can now prove that amongst the 19% of the academics who blunder, fail academically, and engage in reactionary discourse and bullying practices, the likelihood of public hogwash is in direct relationship to income and salary increase levels. The York Is Us Research Institute's summary of important findings on this homegrown reactionary discourse follows.

Members of York Is Us Research Institute include:

- Dr. Bart Darkman, Division of Fantastic Consciousness
- Joan of York, Tenuous Canada Research Chair, Department of Justice and Inspiration
- Caree Routsider, Graduate Director, Division of Public Arts and Political Interests, Alternative Universe City
- Eileen Left, Dept. of Insurgent Studies, University of Strike-On-Main
- Rebecca Two Bucks, TEL Research Fellow, Department of Ghostly Scholarship and Ephemeral Communication
- Zero Hero, Guerrilla Professor, Faculty of Anything, University of Anywhere-Within-Two-Hours-By-Public-Transit
- Professor Basta, Department of Comparative Merit Studies, Faculty of Re-visioning Education
- Professor Marginati, Canada Research Chair in Mediology, Faculty of Arts and Immaterial Labour Studies

For additional information, visit the research team's website at <http://yorkiskus.org/research/litemanism.html> or contact yiuresearch@gmail.com.

1. Petition 1, published earlier at <http://yorkiskus.org/research/yufa-anti-cupe.html>.
2. "Special Gift to Our Favourite YUFA Colleagues" in XFile6 at http://yorkiskus.org/xfile/pdf/XFile6_22dec2008.pdf; and "Why Is This Bullshit Polluting My Inbox?" in XFile7 at http://yorkiskus.org/xfile/pdf/XFile7_08jan2009.pdf

Summary of Important Findings in the Study on Reactionary Discourse and Academic Standards

By York Is Us Research Institute, York University

- Out of 154 signees of petition 1, 50 people did not sign petition 2, which is a significant number considering that petition 2 received much wider and easier distribution through the appropriation of an email list generated by York Is Us Tenure Appreciation Committee. The biggest dropout rate was in Kinesiology.
- 49 out of the 187 new people who signed petition 2 are from Schulich School of Business which provided the highest number of signees among all faculties and departments, leading to the conclusion that Schulich’s type of corporate brownnosing was well represented in petition 2 (Figures 1 & 2).

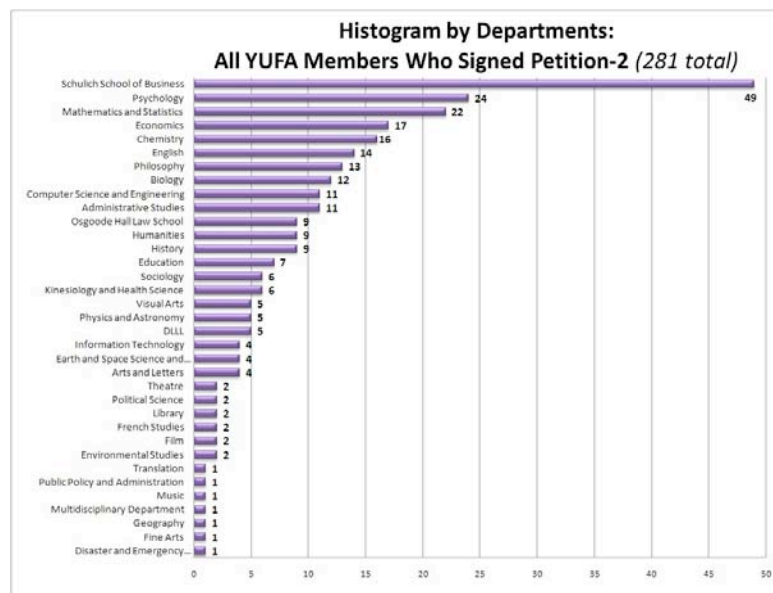


Figure 1

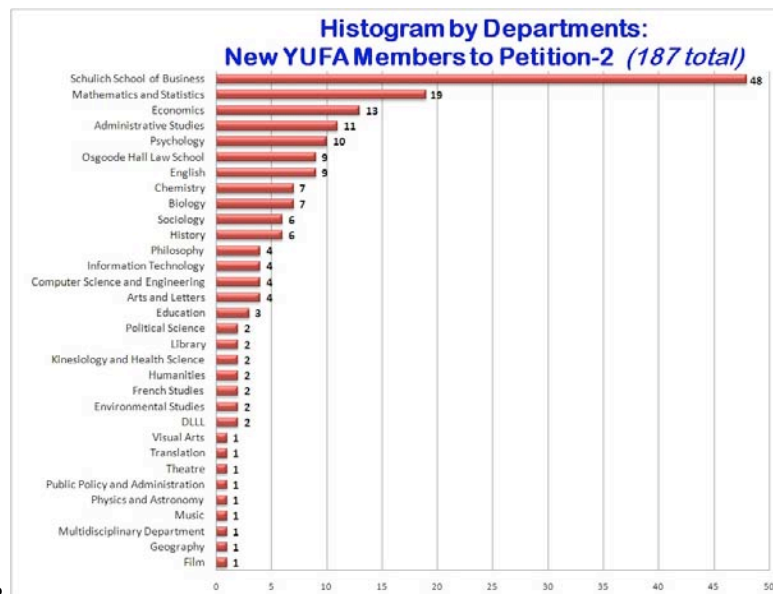


Figure 2

- Figures from public salary disclosure show that 2/3rds or 189 of the signees of petition 2, that urged CUPE 3903 members to accept the University’s “fair, responsible and sustainable offer,” are in the “\$100K+ Club.” The Schulich School of Business dominates all but the lowest-salary range. At the highest echelons, 90% (9) of those who earned \$200K+ are in Schulich, including all 5 of the two highest ranges (Figures 3 & 4).

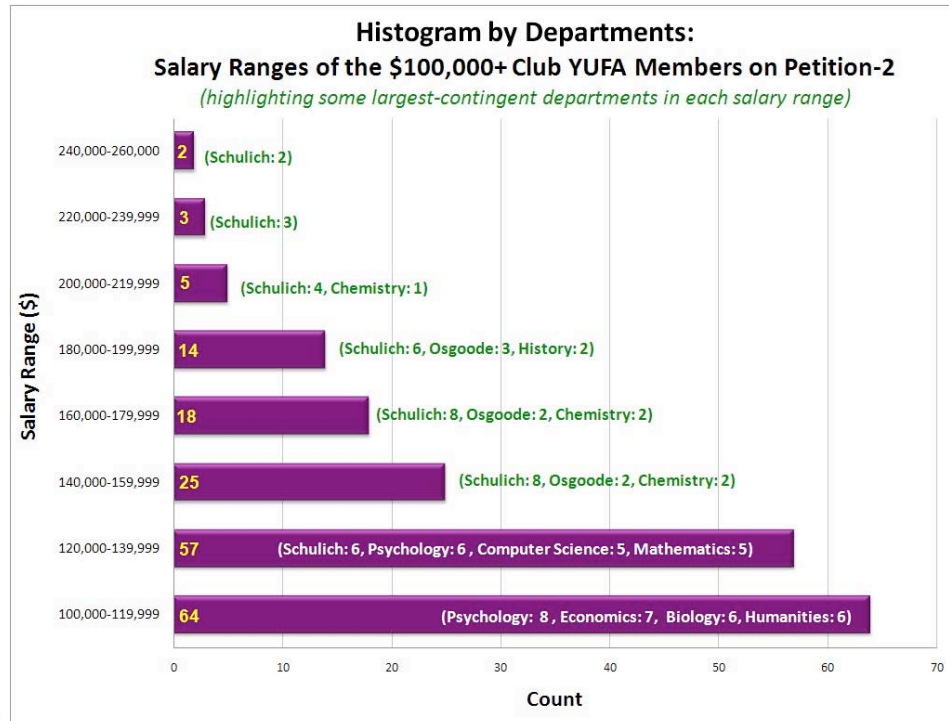


Figure 3

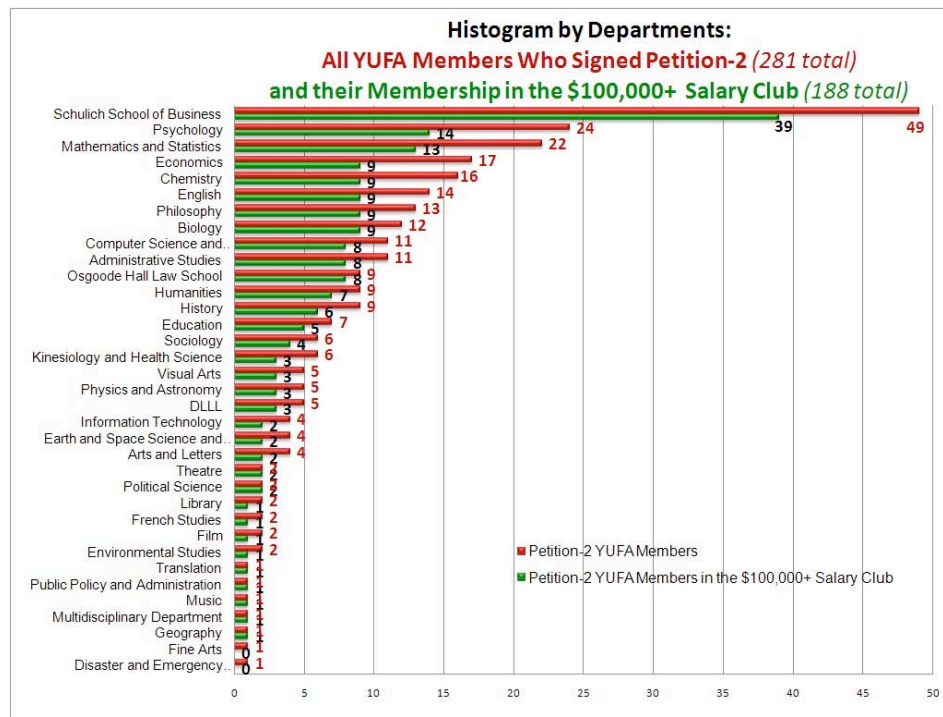


Figure 4

- Male faculty formed 67% (188) of the signees compared to 33% female.
- Of the 22 departments that had more than two signees on petition 2, 77% (17) are ‘male-dominated’ (more males signed than females).
- Several departments were represented by 100% male signees: chemistry (16), history (9), physics & astronomy (5), information technology (5), earth & space science (5). The research team plans to develop further insights into these gender dynamics in collaboration with their YUFA research associates.

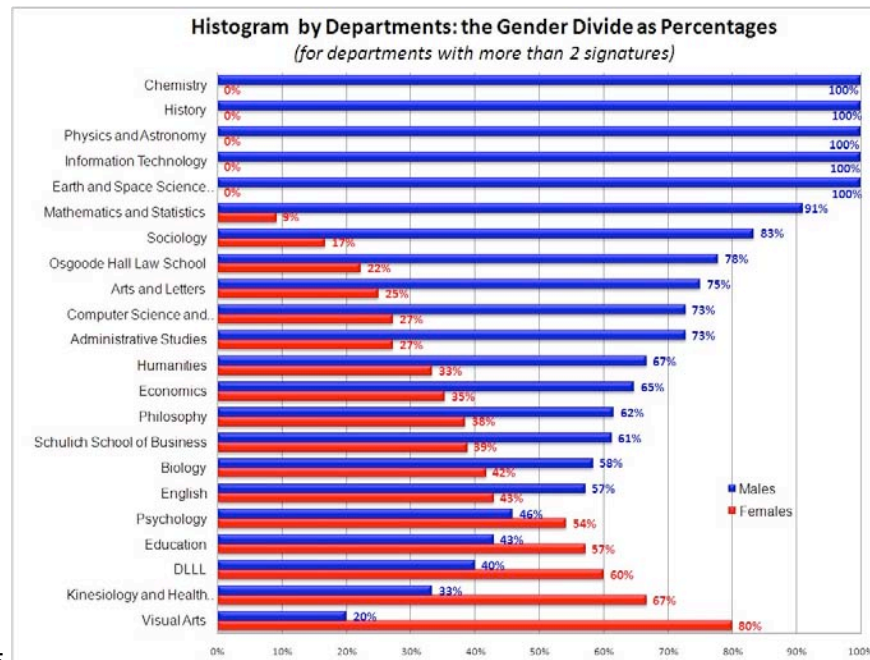


Figure 5

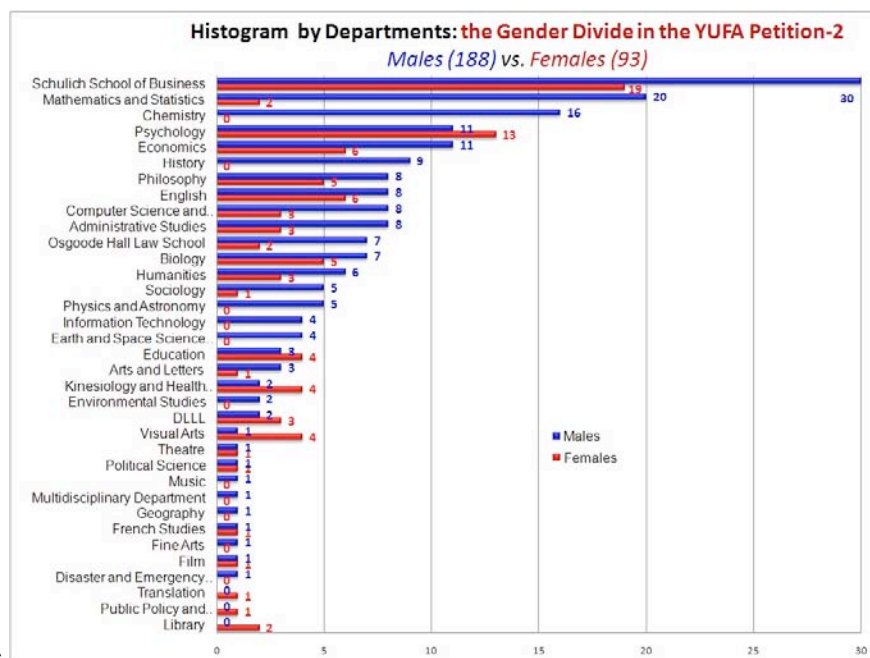


Figure 6

Petition 2, Lightman's 2nd Call for Signatures

Date: Mon, 12 Jan 2009 10:13:58 -0500

Dear Colleagues,

All of you receiving this e-mail signed the letter submitted to YUFA before Christmas urging YUFA to remain neutral during the CUPE strike. I thought you might be interested in a new initiative aimed at ending the strike. Again, it involves lending your name to a letter, this time an open letter to members of CUPE 3903, urging them to accept the administration's latest offer. If this interests you please read more below. First, there is an explanatory preamble, then the letter itself.

Since there were vast numbers of e-mails sent out over the past few weeks, most of them based on the list set up by the mysterious Tenure Track Appreciation Committee, I know that some of you began to tire of them. Can I suggest that all of you refrain from responding to this e-mail directly and refrain from using this list. You can respond to me directly if you have any questions or suggestions. I will only use this list once more, when I circulate the letter with all of the names of those who agreed to sign.

Please help us circulate the letter below widely so that we can get as many names as possible. Hopefully this letter will help bring an end to his terrible strike.

Regards,
Bernie Lightman

The Open Letter below has been prepared by a group of full-time faculty at York who are deeply concerned about the prospect of a continuing strike. The letter argues that the administration's latest posted offer is fair and equitable and that the extension of the strike will have terrible repercussions for the university and for CUPE. We are asking that you allow us to add your name to the list of full-time faculty members who have signed this letter. Once we have the signatures, the letter will be circulated to as many CUPE members as possible. The more full time faculty members who sign, the more of an impact the letter is likely to have. The damage done to the university by this strike has already been enormous, and it is time for us to help bring it to an end.

Please let us know by 5 p.m., Tuesday January 13th, if you want your name added to the list. (We are asking that only full time faculty members sign.) To have your name added, e-mail Professor Bernie Lightman at: lightman@yorku.ca, and include your name and the academic unit to which you belong.

If you know of other full-time faculty who might want to sign, please send them a copy of the letter. But rather than just forwarding everything to them, we recommend that you put your own brief note at the top of the message.

AN OPEN LETTER TO MEMBERS OF CUPE 3903

We, the undersigned full-time faculty members of York University, urge our colleagues in CUPE 3903 who have been on strike since November 6, 2008, to end their labour action by accepting the current contract offer of the York University administration. Why?

- The current offer of a 10.7 per cent increase to the overall cost of the contract over three years with a substantial package of wages (9.25% increase over three years) and benefits is fair and reasonable, and consistent with the most recent agreements of other unionized employees at York. The university offer appears especially positive in light of chronic government underfunding and the current economic environment.
- A continuation of this strike will damage the academic reputation of the university, and diminish the perceived quality of its graduate and undergraduate degrees.
- The loss of undergraduate enrolments in 2009-10 (in quantity and quality) resulting from the strike will almost certainly shrink the number of teaching assistantships and part-time faculty positions in the future. CUPE members will best serve their own interests, and those of the university at large, by ending rather than extending the strike.
- CUPE's demand for 68 new (SRC) appointments, which would grant automatic full-time status to a select group of part-time faculty without requiring them to demonstrate scholarly achievement or potential, runs counter to two fundamental principles of the university: the cultivation of a scholarly research culture and open competitions for available positions among all qualified candidates. In the past, the university has demonstrated its commitment to addressing the interests of long-serving contract faculty by establishing two programs unique in North America: the conversion program (in 1988) and the SRC program (2000). Since 1988 the university has made a total of 138 appointments through these two programs. The current offer continues that commitment by offering a reasonable number of appointments for long-serving contract faculty through 17 new teaching intensive appointments (in a new "teaching stream" appointments program), and 5 conversion appointments, providing the appointees with job security.
- A continuation of the strike takes the university into uncharted territory: the potential loss of at least the summer term and, conceivably, the entire academic year. The impact of the latter on the lives of tens of thousands of undergraduate and graduate students will be immeasurable. Furthermore, if the summer term is lost, there will be considerable cost to CUPE members in teaching positions and income. . In their own interest and that of the entire university community, we urge CUPE members to end their labour action and help the university resume expeditiously the provision of its full academic programs.

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Bernard Lightman,
 Professor of Humanities,
 309 Bethune College,
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 4700 Keele St.,
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 Website: <http://www.arts.yorku.ca/huma/lightman/index.html>

Fred Ho's Open Reply to B. Lightman

Date: Mon, 12 Jan 2009 18:10:13 -0500 (Eastern Standard Time)

From: Fred Ho

To: lightman@yorku.ca, hilliker@yorku.ca, whiteley@yorku.ca, lavisano@yorku.ca, artsdean@yorku.ca, weiss@yorku.ca, healthdn@yorku.ca

Subject: Open Reply to B. Lightman

(please feel free circulate if you wish)

To faculty members,

I was very dismayed to read a second letter being circulated by Bernie Lightman with regard to current labour dispute to YUFA members. I am asking that you consider my thoughts below prior to consenting to make public your support of the letter.

Today, I am writing to you not under direction of the union but as a staff person who has been advocating on behalf of individual 3903 members over the last eight years. The distinction is important to me because I believe I have a more intimate understanding of our members as I have represented a broad cross-section of the union. With that said, I acknowledge I am far from an unbiased member of the York community although if Bernie Lightman who worked for Employee Relations for years can circulate the letters that he has, I think it is fair to request that my reply be duly considered.

First, whatever your views on the strike, I think you need to weigh the good you think you are doing by signing such letter against the effect your signature will have on your working relationship with your graduate student and/or contract faculty colleagues. While my observations are far from scientific, my sense of how some graduate students reacted to the sight of many familiar names on the first letter was a certain sense of despair. Comments such as "don't even show that list of names to me, I just don't want to know who is on that list if I am going to continue my degree here" or "I just don't know who to work with given that 'x' signed that letter" were not uncommon. And rather than arguing that there is an abuse of your positions of relative authority by signing this letter as some are, I ask that you consider whether the poisoning of these very important relationships is in anybody's interest.

Second, please do take a step back from the rhetoric and consider the other message you are sending beyond what is being literally communicated in the letter. I have heard from a number of faculty who seem to have little or no sympathy to the 'living wage' arguments that the union has made for the graduate student members. But do any of you doubt that funding is not an important factor in the horrific attrition rates amongst doctoral students (that is the percentage of those who enroll who do not finish)? While the issue of why doctoral students do not finish is complex, my view after hundreds of conversations I have had with graduate students over the years is that the tyranny of 'living like a grad student' (e.g. shared housing well into your thirties, delayed life choices, accumulating debt) combined with the incessant (and sometimes paralyzing) pressure of

doing something brilliant due to the very competitive academic labour market are easily the two most common themes expressed to me.

As reasonably privileged members of the community, my opinion is that your public agreement with the York administration's view that this is a fair deal is going to be read as a negation of their very experience and will not be well received.

Third, whatever your views with regard to the contract faculty job security issue, please do acknowledge their contribution. The fact of the matter is that the bulk the funding the university receives is through undergraduate tuition and grants and many contract faculty teach the largest courses at York. As an example, it is not at all unusual for contract faculty to deliver without any teaching support a class of 50+ students generating tuition and grants of approximately \$100 000 for the institution. Their salary for this course is just over \$14 000 with vacation pay. The rest of the monies no doubt go to fund necessary things for those students to receive their education (clerical and maintenance staff, upper administration, utilities). But this difference between what they are paid and the revenue generated also goes to support your faculty salaries and benefits. Many of you may rightly protest that that is simply the flawed funding formula in which the government is supporting research performed by full time faculty in the universities, but please don't try to convince any contract faculty who have spent their working lives under this system for a decade or more that they don't deserve a bit of the permanency and better working conditions that you work under that what they are asking for are unreasonable.

Last, whatever happens with this labour dispute, I ask that you save some of your energy to ask how much the administration has contributed to a situation in which their 'fair and sustainable' offer resolves none of the issues above. Questions I would put to them include whether the financial problems have anything to do with the fact that they have been constructing buildings on a fifty-cent dollar from the government and mortgaging the rest out of the operating budget? I would also ask whether they feel their inability to convince our members that their offer is fair in difficult economic times has anything to do with the upper administration's lack of accountability in how much money they pay themselves? Finally, I would ask why they decided to present this offer for ratification in January rather than in December? If they indeed think that it is a fair offer and the only thing that stands in the way of ratification is the CUPE 3903 leadership, could they not have put this very offer to the membership a month ago or more? On this last point, I suspect if they answered honestly they would say they wanted to wait until the CUPE members felt the gloom of a third lost month of pay and they might be right to guess that their only possibility of 'winning' was in a war of attrition.

But at least this honest answer would counter-balance the claim that it's simply CUPE intransigence, which has done the harm to York University that the two Lightman letters suggest.

Yours Sincerely,
Fred Ho
Local Staff
CUPE 3903

YUFA Executive Resolutions, Passed January 12, 2009

Date: Tue, 13 Jan 2009 09:31:41 -0500
From: YUFA <yufa@YORKU.CA>
To: YUFA-M@YORKU.CA
Subject: CUPE 3903 Forced Ratification Vote

The following motions were passed unanimously at the YUFA Executive meeting of 12 January 2009:

1. YUFA Executive re-affirms its support of free collective bargaining and does not endorse a ratification vote of CUPE 3903 members as forced by the Employer.
2. YUFA Executive strongly urges all YUFA members to respect individual CUPE 3903 members' rights in the forced ratification vote to vote freely and according to their conscience. We urge all YUFA members to respect CUPE members' rights to vote freely.
3. YUFA Executive, recognizing the power relations implicit in the roles of YUFA members and CUPE 3903 members, does not endorse any YUFA member attempting to influence how a CUPE 3903 member might vote in the forced ratification vote.

Public and Media Release Version of Petition 2 Including Signatures

AN OPEN LETTER TO MEMBERS OF CUPE 3903

We, the undersigned retirees and full-time faculty members of York University, urge our colleagues in CUPE 3903 who have been on strike since November 6, 2008, to end their labour action by accepting the current contract offer of the York University administration. Why?

- The current offer of a 10.7 per cent increase to the overall cost of the contract over three years with a substantial package of wages (9.25% increase over three years) and benefits is fair and reasonable, and consistent with the most recent agreements of other unionized employees at York. The university offer appears especially positive in light of chronic government underfunding and the current economic environment.
- A continuation of this strike will damage the academic reputation of the university, and diminish the perceived quality of its graduate and undergraduate degrees.
- The potential loss of undergraduate enrolments in 2009-10 (in quality and quantity) resulting from the continuation of the strike could lead to a reduction in the number of teaching assistantships and part-time faculty positions in the future. CUPE members will best serve their own interests, and those of the university at large, by ending rather than extending the strike.
- CUPE's demands include a substantial number of full-time YUFA appointments for long-serving contract faculty, a proposal that would lead to automatic full-time status for a select group of part-time faculty without requiring them to demonstrate scholarly achievement or

potential. This runs counter to two fundamental principles of the university: open competitions for available positions among all qualified candidates and the cultivation of a scholarly research culture. In the past, the university has demonstrated its commitment to addressing the interests of long-serving contract faculty by establishing two programs unique in North America: the conversion program (in 1988) and the SRC program (2000). Since 1988 the university has made a total of 138 appointments through these two programs. The current offer continues that commitment by offering a reasonable number of appointments for long-serving contract faculty through 17 new teaching intensive appointments (in a new “teaching stream” appointments program), and 5 conversion appointments, providing the appointees with job security.

- A continuation of the strike takes the university into uncharted territory: the potential loss of at least the summer term and, conceivably, the entire academic year. The impact of the latter on the lives of tens of thousands of undergraduate and graduate students will be immeasurable. Furthermore, if the summer term is lost, there will be considerable cost to CUPE members in teaching positions and income.
- In their own interest and that of the entire university community, we urge CUPE members to end their labour action and help the university resume expeditiously the provision of its full academic programs.

Thabit A. J. Abdullah, Department of History
 Mokhtar Aboelaze, Department of Computer Science
 and Engineering
 Jean Adams, Schulich School of Business
 Scott A. Adler, Department of Psychology
 Monique Adriaen, French Studies
 Ahmet Akyol, Department of Economics
 Gabriela Alboiu, DLLL
 Robert Allan, Department of Chemistry
 John Amanatides, Department of Computer Science
 and Engineering
 Aijun An, Department of Computer Science and
 Engineering
 Mahmudul Anam, Department of Economics
 Kristin A. Andrews, Department of Philosophy
 Paul Anisef, Department of Sociology
 Marcia Annisette, Schulich School of Business
 Elie Appelbaum, Department of Economics
 Eshrat Arjomandi, Department of Computer Science
 and Engineering, University Professor
 Preet Aulakh, Schulich School of Business
 Gerald Audette, Department of Chemistry
 Paul Axelrod, Faculty of Education
 Kee-Hong Bae, Schulich School of Business
 Judith Baker, Department of Philosophy, Glendon
 Ian Balfour, Department of English
 Norbert Bartel, Department of Physics and Astronomy,
 Distinguished Research Professor
 Mark Bayfield, Department of Biology
 John Beare, Department of Economics
 Chris Bell, Schulich School of Business
 Samuel Benchimol, Department of Biology
 Markus Biehl, Schulich School of Business

Ellen Bialystok, Department of Psychology,
 Distinguished Research Professor
 Diethard Bohme, Department of Chemistry,
 Distinguished Research Professor
 Sammy Bonsu, Schulich School of Business
 Deborah P. Britzman, Faculty of Education,
 Distinguished Research Professor
 Shirley Ann Brown, Atkinson and Fine Arts Faculties
 Matthew Brzozowski, Department of Economics,
 Atkinson
 Bob Burns, Department of Mathematics and Statistics
 Gary Butler, Division of Humanities
 Amila Buturovic, Division of Humanities
 Radu Campeanu, School of Information Technology
 Melanie Cao, Schulich School of Business
 Tuan Cao-Huu, Multidisciplinary Department, Glendon
 College
 James Carley, Department of English, Distinguished
 Research Professor
 Donald L. Carveth, Department of Sociology and
 Social and Political Thought
 Nicholas Cepeda, Department of Psychology
 Archishman Chakraborty, Schulich School of Business
 Shin-Hwan Chiang, Department of Economics
 Hugh Chesser, Department of Earth and Space Science
 and Engineering
 Janne Chung, Schulich School of Business
 Avi Cohen, Department of Economics
 Jennifer Connolly, Department of Psychology
 Wesley Cragg, Schulich School of Business
 Julia Creet, Department of English
 Wade D. Cook, Schulich School of Business
 Robert A. Cribbie, Department of Psychology

Douglas Cumming, Schulich School of Business
 Luiz Marcio Cysneiros, School of Information Technology
 Peter R. Darke, Schulich School of Business
 James Darroch, Schulich School of Business
 Abdullah Dasci, School of Administrative Studies
 Joseph Francis DeSouza, Department of Psychology
 Gwen Dobie, Theatre Department
 Dale Domian, School of Administrative Studies
 Logan Donaldson, Department of Biology
 Ming Dong, Schulich School of Business
 Gail Drory, Schulich School of Business
 Suzanne Dubeau, York University Libraries
 Claudio Duran, School of Arts and Letters, Atkinson
 Andrew W. Eckford, Department of Computer Science and Engineering
 Carl S. Ehrlich, Division of Humanities
 James Elder, Department of Computer Science and Engineering and Dept. of Psychology
 Maurice Elliott, Department of English, University Professor, emeritus
 Paul Emond, Osgoode Hall Law School
 Berta Esteve-Volart, Department of Economics
 David Etkin, Disaster and Emergency Management, Atkinson
 Raymond Fancher, Department of Psychology
 Ilijas Farah, Department of Mathematics and Statistics
 Moshe Farjoun, Schulich School of Business
 Elizabeth Farrell, Schulich School of Business
 Trevor C. W. Farrow, Osgoode Hall Law School
 Seth Feldman, Department of Film, University Professor
 Leila Fernandez, Steacie Science and Engineering Library
 Ida Ferrara, Department of Economics, Atkinson
 Eileen Fischer, Schulich School of Business
 David Flora, Department of Psychology
 Joshua Fogel, Department of History
 Wm (Bill) C. Found, Geography and Faculty of Environmental Studies, University Professor Emeritus
 Ed Furman, Department of Mathematics and Statistics
 William Gage, School of Kinesiology and Health Science
 Benjamin Geva, Osgoode Hall Law School
 Jacqueline A. Gibbons, Sociology and Social Science
 Michael Gilbert, Department of Philosophy
 Jerry Ginsburg, Department of History
 R. Darren Gobert, Department of English
 Vinod Goel, Department of Psychology
 T.J.A. Le Goff, Department of History
 John M. Goodings, Department of Chemistry
 Doba Goodman, Department of Psychology
 Verena Gotschling, Department of Philosophy
 Cameron Graham, Schulich School of Business
 Jorg Grigull, Department of Mathematics and Statistics

Silviu Guiasu, Department of Mathematics and Statistics
 Geoff Harris, Department of Chemistry and Centre for Atmospheric Chemistry
 Michael C. Haslam, Department of Mathematics and Statistics
 Jagdish Hattiangadi, Department of Philosophy and Science and Technology Studies
 Walter Heinrichs, Department of Psychology
 Michael Herren, School of Arts and Letters, Atkinson, Distinguished Research Professor
 Wai-Ming Ho, Department of Economics
 Richard Hoffmann, Department of History
 Shelley Hornstein, Department of Visual Arts
 Sara R. Horowitz, Division of Humanities & DLLL
 Sylvia Hsingwen Hsu, Schulich School of Business
 Huaxiong Huang, Department of Mathematics and Statistics
 Jimmy Huang, School of Information Technology
 Geoffrey Huck, Department of English
 Katalin Hudak, Department of Biology
 Allan C. Hutchinson, Osgoode Hall Law School, Distinguished Research Professor
 Ann M. Hutchison, Department of English, Glendon
 Christopher Innes, Department of English, Distinguished Research Professor
 Richard H. Irving, Schulich School of Business
 Jacques Israelievitch, Department of Music
 Neita Israelite, Faculty of Education
 Henry Jackman, Philosophy
 Hanna Jankowski, Department of Mathematics and Statistics
 Gary Jarvis, Department of Earth and Space Science and Engineering
 Joann Jasiak, Department of Economics
 David A. Johnston, Schulich School of Business
 Joanne Jones, School of Administrative Studies
 David Jopling, Department of Philosophy
 Ashwin Joshi, Schulich School of Business
 Hansraj Joshi, Department of Mathematics and Statistics
 Joan Judge, Division of Humanities and School of Women's Studies
 Mark Kamstra, Schulich School of Business
 Mariana Kant, Computer Science and Engineering
 Mustafa Karakul, School of Administrative Studies
 Rekha Karambayya, Schulich School of Business
 Kerry Kawakami, Department of Psychology
 Muhammed Ali Khalidi, Department of Philosophy
 Lois King, School of Administrative Studies
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 A. Kumarakrishnan, Department of Physics and Astronomy
 Nils-Petter Lagerlöf, Department of Economics
 Patricia Lakin-Thomas, Department of Biology
 Peter Landstreet, Department of Sociology
 Sam Lanfranco, Economics, Atkinson
 Michael Lanphier, Department of Sociology, Professor Emeritus and Senior Scholar
 Eric Lawee, Division of Humanities
 Fred Lazar, Schulich School of Business and Economics/Arts
 Jos Lennards, Senior Scholar of Sociology, Glendon
 John Lennox, Department of English, University Professor
 A. B. P. Lever, Department of Chemistry, Distinguished Research Professor Emeritus
 Lee Li, School of Administrative Studies, Atkinson
 Sheng Li, Department of Biology
 Bernard Lightman, Division of Humanities
 Varpu Lindström, School of Arts and Letters and School of Women's Studies, University Professor
 Martin Lockshin, Division of Humanities
 Heather Lotherington, Faculty of Education
 Paul Lovejoy, Department of History, Distinguished Research Professor
 Bernard Luk, Department of History
 Suzanne MacDonald, Department of Psychology
 Joanne Magee, School of Public Policy and Administration
 Maynard Maidman, Department of History
 Elliott Malamet, Faculty of Education
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 Christian Marjollet, French Studies
 Nadia Massoud, Schulich School of Business
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 Robert McLaren, Department of Chemistry
 Kent McNeil, Osgoode Hall Law School
 Ikechi Mgbeoji, Osgood Hall Law School
 Alan C. Middleton, Schulich School of Business
 Moshe A. Milevsky, Schulich School of Business
 Gareth Morgan, Schulich School of Business, Distinguished Research Professor
 Richard Murray, Department of Psychology
 Robert Myers, Department of Philosophy
 Gerard Naddaf, Department of Philosophy
 Dorit Nevo, Schulich School of Business

Janice Newton, Political Science and School of Women's Studies
 Doris Olin, Department of Philosophy, Glendon
 Phil Olin, Department of Mathematics and Statistics
 Christine Oliver, Schulich School of Business
 Jonathan S. Ostroff, Computer Science and Engineering
 Ron Owston, Faculty of Education, University Professor
 John Parkinson, School of Administrative Studies
 Sarah Parsons, Department of Visual Arts
 Ronald Pearlman, Department of Biology, University Professor
 Chun Peng, Department of Biology
 Theo Peridis, Schulich School of Business
 Peter Peskun, Department of Mathematics and Statistics
 Lisa Philipps, Osgoode Hall Law School
 Bill Pietro, Department of Chemistry
 Marilyn L. Pilkington, Osgoode Hall Law School
 Andrea Podhorsky, Department of Economics
 Michael M. Pollard, Department of Chemistry
 Carol Poster, Department of English
 Pierre G. Potvin, Department of Chemistry
 Robert Prince, School of Engineering and Department of Physics and Astronomy, University Professor Emeritus
 Eliezer Prisman, Schulich School of Business
 Huw Pritchard, Chemistry Department, Distinguished Research Professor Emeritus
 Norman Purzitsky, Department of Mathematics
 David W. Reid, Department of Psychology
 Buks van Rensburg, Department of Mathematics and Statistics
 Jill Rich, Department of Psychology
 Julia J. Richardson, School for Administrative Studies
 Marie Rickard, Film Department
 Paul Rilstone, Department of Economics
 Paul Ritvo, School of Kinesiology and Health Science
 Ian Roberge, Département de science politique
 Michael De Robertis, Department of Physics and Astronomy
 Gordon S. Roberts, Schulich School of Business
 Chris Robinson, School of Administrative Studies, Atkinson
 John Robinson, Department of Economics
 Hazel Rosin, Schulich School of Business
 Hamzeh Roumani, Department of Computer Science and Engineering
 Parissa Safai, School of Kinesiology and Health Science
 Jan Sapp, Department of Biology
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