

The Newsletter of Ryerson Faculty Association

Fall 2012 Vol. 27 No. 1

Message From the President

Dear Colleagues,

We are in a long and hard fight to save our profession, to save collegial decision making, to preserve collective bargaining and to continue to provide quality education to students in our universities. I agree with OCUFA's assessment that "Ontario's professors and academic librarians are facing serious government pressure on three fronts: their fundamental rights to bargain collectively; their pensions; and their academic freedom and ability to make academic decisions". OCUFA (2012), Education and Mobilization Plan: Protecting Democratic Rights, Higher Education, and Our Communities, (Draft – October 27, 2012).

The assault on collective bargaining comes at the same time as the Ontario Ministry of Training, Colleges and Universities has proposed a "reform"

agenda for higher education, that stresses online education, floats the idea of a three year degree and speaks loudly about a differentiated university system with a reformed funding formula.

We fear that the government is on course to intrude into academic decision-making, undercut university autonomy and negatively impact academic freedom within Ontario's universities. All this in the active pursuit of an austerity agenda – an agenda which we, collectively and acting in concert with other unions and faculty associations, must resist.

On Monday October 15, 2012, Ontario Premier Dalton McGuinty announced he is stepping down and proroguing the legislature because his minority government's move secure the public government



Anver Saloojee, President

and the opposition have reached an impasse on public sector wage freezes. He said he was suspending the legislature because the opposition parties' were unwilling to support his sector wage freeze.

Premier McGuinty said he wants to continue the dialogue with both labour and the opposition, "in a way that is free of the heightened rancour that has sadly too frequently characterized our legislature of late." When the House resumes, he said, "we will either have negotiated agreements in hand, or a legislative plan supported by the opposition."

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Contact Us:

www.ryerson.ca/rfa



40 Gould Street
Main Floor
Room KHS - 46



416-979-5186



416-979-5317



rfa@ryerson.ca

**Important Dates****RFA General Meeting**

December 4, 2012

ILC, International Room

* * *

RFA Season/Holiday Party

December 5, 2012

Oakham House

* * *

President's Appreciation Reception

March 28, 2013

Courtyard Marriott

* * *

RFA General Meeting

May 9, 2013

ILC, International Room

New Executive Committee Member/s

Amina Jamal is an Associate Professor of Sociology at Ryerson University. She teaches courses in classical and contemporary social theory, race and ethnicity, Canadian immigration and Women and Islam.

Jamal's work has been published in Signs, Meridians, Feminist Review and the Journal of Middle Eastern Women's Studies.

Her book on the cultural and political activism of Jamaat-e-Islami women in Pakistan is expected to be published in 2013. This book is based on an ethnographic and textual study of Jamaat women and it seeks to provide a much needed South Asian perspective to the otherwise useful studies of Islamist women in Egypt, Iran and other Muslim societies.

She is presently engaged in a three-year research study funded by the Social Sciences and Humanities Research Council of Canada (SSHRC) on Muslim feminists' understanding of the secular as a cultural-historical experience of gendered politics in Muslim South Asia. She is also engaged in a collaborative study on learning and teaching from the margins at Ryerson University.

RFA List Serves

If you are not receiving information sent out on rfa-announce and/or rfanet, please advise the RFA Office at ext. 5186 or by e-mail: rfa@ryerson.ca

We wish to keep you informed!

Thank you.

Retirees

We are bidding farewell to the following RFA members and also extend our best wishes:

- ◆ Elizabeth Carlson - *Geography*
- ◆ Alan Carsud - *Entrepreneur & Strategy*
- ◆ Hua Ge - *Architectural Science*
- ◆ Shelagh Steward - *Fashion*
- ◆ Robert Wright - *Economics*



From the President....

CTVNews.ca Staff , Published Monday, Oct. 15, 2012 6:32PM EDT, <http://www.ctvnews.ca/politics/ontario-premier-dalton-mcguinty-stepping-down-1.996892>

The Premier's announcement came shortly after Finance Minister Dwight Duncan read the government's fall economic update in the Legislature. The Finance Minister indicated the province's deficit for the 2012-13 fiscal year is likely to be \$14.4 billion, approximately \$400 million lower than previous estimates. In his speech the Finance Minister emphasized the need for the province to secure a two-year public-sector wage freeze in order to meet the government's goal of eliminating the deficit by 2017-18.

The Premier also made it clear that any Cabinet Minister running for the leadership of the Liberal Party would have to resign his/her position in Cabinet. Since then on Sunday November 14, Glen Murray stepped down from his post as Minister of Training for Colleges and Universities; and Kathleen Wynne resigned from her dual portfolio – the Ministries of Municipal and Aboriginal Affairs - and began her bid for the leadership on Monday November 15.

The resignation of the Premier and the proroguing of the Legislature means that the Draft legislation *"Respecting Collective Bargaining Act (Public Sector), 2012"* Schedule 2 to *Protecting Public Services Act, 2012*) which was not introduced in the House will need to be introduced when the House convenes.

The draft legislation gave the Government absolutely unprecedented control over collective bargaining, the right to strike, interest arbitration (in the case of essential services), and the content of every term and condition of every collective agreement.

The leader of the Opposition Tim Hudak publicly stated the draft legislation does not go far enough because it does not reopen existing collective agreements and does not render null and void wage and compensation increases that had been negotiated but not implemented. Premier Dalton McGuinty has responded by stating, "I'm not aware of a single lawyer in the country who believes that his proposal to break collective agreements open would withstand the test in court".

Notwithstanding the Premier's comments the draft legislation proposed to fundamentally reshape the labour relation terrain in the Province. It was an attack on the rights of public sector workers, on the autonomy of broader sector employers to negotiate freely with unions and it was an assault on one of the core tenets of a free and democratic society.

If the initial version of the draft legislation were passed by the Legislature it would impact us after our current Collective Agreement expires.

At that point, we would be subjected to the legislation and in particular would be subject to a minimum two year wage and compensation freeze. The draft also ensures that there could never be "catch up" for the lost ground. In other words the wage increases and in our case arguably even the CDI's lost over the two years could never be regained. Simply put for an RFA faculty member the loss of two CDIs at \$2900 each for a total of \$5800 would be lost from base till the career of the member ended. Compounded over time that would be tantamount to a loss of tens of thousands of dollars of career lifetime earnings. Simply put, total in lost wages for our entire RFA membership due to a freeze on CDIs for two years would be approximately \$4.9 million. This does not account for any freezes to across the board earnings.

**From the President....**

At a special meeting of Presidents on Faculty Association and Unions convened by OCUFA on October 27th 2012, we discussed the implications of resignation and the proroguing of the Legislature. The consensus that emerged was that the draft legislation or some other form of it would likely be brought back – either if the House reconvenes or after an election is called. All three Parties are committed to fighting the deficit and wage restraint is going to be on the table.

At that meeting, OCUFA's Board approved an Education and Mobilization plan. The plan is designed around member-led activity at the campus and community level. Our commitment to the plan and our active participation as a member association, are essential to the successful execution of the plan. The President of OCUFA, Constance Adamson, in a recent memo to Faculty Associations said "We plan to work closely with you, first to inform and educate our members about government initiatives, to assist you with the skills and resources you will need to consider and advocate for alternatives, and finally, to help mobilize against government policies and directions which are detrimental to our institutions, our students, and our communities". (Memo to Faculty Association Presidents November 1, 2012).

"In order to challenge this austerity agenda", OCUFA has created " ... this education and mobilization plan. Working with other staff unions, associations and student groups in the higher education sector, the goal of the plan is to inform and educate our members about government initiatives, provide them with the skills and resources to engage them in considering and advocating for alternatives, and mobilize them against government policies and directions which are detrimental to the higher education sector, our students, and our communities. The education and mobilization plan is also intended to be implemented while engaging with our broader communities and in coordination with the other campaigns, including the Ontario Federation of Labour's "Democratic and Economic Rights Campaign," in which OCUFA currently participates as a member of the Campaign Communication Planning Committee". (OCUFA (2012), Education and Mobilization Plan: Protecting Democratic Rights, Higher Education, and Our Communities, (Draft – October 27, 2012).

Another goal of the plan is to convince government that its austerity agenda is simply the wrong way to go. Instead of stripping away academic autonomy and bargaining rights, we should work together to build a strong, stable, well-funded, accessible, and high-quality university sector in Ontario.

The Board approved plan has three components to it (OCUFA (2012), Education and Mobilization Plan: Protecting Democratic Rights, Higher Education, and Our Communities, (Draft – October 27, 2012):

1. Collective Bargaining:

- Prevent the introduction/adoption of anti-labour legislation that strips faculty of their fundamental rights.

2. Pensions:

- Ensure that our members play a significant role in the pension reform process and that their input meaningfully shapes the outcome of that process.

3. Post-secondary reform:

- Move the government off its current reform agenda in higher education and ensure that universities and faculty maintain the authority to govern themselves.
- If we can't move the government from this agenda, then ensure that our members are meaningfully engaged in an alternative reform process that acknowledges the realities of the university sector, promotes the integrity and autonomy of academic decision-making, and embraces "made in Ontario" solutions.
- Build public recognition of the need for a university sector that balances teaching, research, and community engagement.



From the President....

To achieve these aims, the Board adopted the following strategic initiatives for the next 6 months:

1. Begin a comprehensive education and mobilization effort that will activate the OCUFA membership to respond quickly and effectively to existing and emerging challenges.
2. Engage our members in a coordinated pushback against government intrusion, and in building a better, higher quality higher education system.
3. Educate politicians, bureaucrats and our members about university bargaining, pensions, and problematic implications of university reforms so that we can all engage in productive conversations about the issues at hand.
4. Work with sympathetic Liberal backbenchers to foster internal opposition to legislation that undermines democratic rights and government intrusion into higher education.
5. Lobby Liberal leadership candidates.
6. Work with sympathetic MPPs in the opposition parties, particularly the NDP, to build political opposition to misguided fiscal policies and misguided university reform.
7. Provide resources, support, and training (where needed) to allow our members to lobby MPPs at the riding level.
8. Build capacity of the OCUFA Board to be change agents on their campuses and ambassadors for OCUFA initiatives.
9. Liaise with sympathetic journalists to ensure that the faculty perspective is well understood.
10. Continue to work with higher education and labour allies to share information, coordinate campaigns, and engage in joint action to push back against government overreach.
11. If the minority government falls in the spring, work with other organizations in strategic, non-partisan election interventions and advocacy, possibly including the promotion of strategic voting to elect a sympathetic and responsive government.
12. Develop messaging, communication tools, communication products and a coordinated communications strategy to allow us, our members and allies to maximize opportunities to disseminate effective, consistent, coherent messaging.

(All of the above taken verbatim from: (OCUFA (2012), Education and Mobilization Plan: Protecting D Democratic Rights, Higher Education, and Our Communities, (Draft – October 27, 2012).

At OCUFA Board meeting the RFA argued, that OCUFA has to have the necessary resources to achieve the aims of the plan, to mount the campaign, and to successfully implement the strategic initiatives identified above. After extensive deliberation, the Board passed a motion asking associations to consider providing financial support for the Education and Mobilization plan. OCUFA will develop and cost the coordinated activity and specific initiatives and will provide us with this information which I will bring to the membership to assist us in determining the level of financial support the RFA will provide to the campaign.

Colleagues, I end where I started, we are in a hard fight to save our profession, to save collegial decision making, to preserve collective bargaining and to continue to provide quality education to students in our universities. We need your support, your ideas, your creativity and your willingness to fight a seriously misguided and misplaced austerity agenda.

Anver Saloojee



Report from the VP Internal - Jason Lisi

With the fall semester almost behind us, I would like to take this opportunity to share with you some of the activities and developments of which I have been fortunate to be a part in my role as VP Internal, with emphasis on some of the more recent changes and developments that have been taking place. All the political turmoil and uncertainty in Ontario recently, has certainly been a topic of much discussion within the RFA Executive, at Rep's Council, as well as within the Chairs and Director's Council; however, this is not the only big topic that is being debated. Online teaching, budgetary constraints, administrative downloading and equity diversity inclusion are also ongoing discussions that are taking place.

Reps' Council

The RFA Council of School Representatives continues to be a wonderful and dynamic council to chair. We continue to explore topics and ideas that are relevant to all members of the RFA. More often than not, when one Rep from a particular School/Department raises a concern, it soon is apparent that many share the same concern. Through these discussions, the RFA Executive is able to table issues with the administration and work towards solving issues.

Each RFA Rep plays a vital role within her/his School/Department. An RFA Rep is a liaison between the members of his/her department and the RFA Executive. Your RFA Rep can raise issues on your behalf in a forum conducive to constructive dialogue. Your RFA Rep is a valuable resource, and is there to help. In addition, RFA Reps keep their departments up to date on issues and topics that are relevant to RFA members through regular reports at departmental meetings. If you have an issue or concern, do not hesitate to bring it up with your Rep(s).

Council of Chairs and Directors (CDC)

The CDC is similar in function to the Reps' Council, only, it focuses on issues relevant to our Chairs and Directors. As with the Rep's Council, I thoroughly enjoy my role as chair of the CDC.

The CDC continues to grow in participation and function. After consultation with the Chairs and Directors, it became apparent that the frequency of the meetings was too low. This year we have increased the meetings from twice a semester to monthly. This has been working quite well, and I am very pleased with the discussions that have been taking place.

I believe the CDC is a very important committee. As academic leaders, our Chair and Director members are often faced with unique challenges. This council allows Chairs and Directors to come together and discuss issues and share experiences with their peers, and provides the RFA Executive with an opportunity to hear these issues and provide support when needed.

Representation

Last year the duties of the VP Internal were expanded to include the coordination of representation for RFA members. Representation involves cases where an RFA member is entitled to have an RFA representative present in a meeting in a non-grievance situation. Examples of such meetings may include investigations or fact-finders done by the University. In such cases, a member could be called into a meeting as a claimant, a respondent, or a witness. Meetings can be conducted internally by HR, or externally by a third-party organization acting on behalf of the university.



Report from the VP Internal....

The need for non-grievance representation continues to grow at a steady rate, significantly, due to large- and small-scale investigations that have been taking place as part of the University's obligations under the amended Ontario Health and Safety Act. It can be a challenge to accommodate this need, especially when a considerable number of members are being interviewed over a short period of time, as can sometimes be the case. As a result, the RFA Executive continues to explore ways to enhance our current practices around representation to meet the growing demand. Representation is an important part of what we do, and it is critical that current and future needs for representation continue to be met.

Alternate Grievance Officer

New for me this year, has been a chance to serve as an alternate grievance officer. With the tremendous mentorship and support of Sophie Quigley and Andre Foucault, I have been able to take the lead on four grievances this fall, and will continue to help with grievances over the winter term as well.

Report from the Chair, Services - Stephen Swales

The Services Committee thanks the outgoing members of the committee for their stellar work over the previous year.

We have a much-changed committee composition for the coming year – please see the member details below.

The Fall term got off to a good start with the Season Opener which was well attended by a good mix of familiar and new faces.

We have scheduled our events on different days of the week to best accommodate the membership. Our next drop-in is on November 15 in the ILC at, 5-8 pm.

We are currently planning the Holiday/Season Party. Mark your calendars please. It will be held on: December 5 in SCC, beginning at 5 pm. Again, will be a themed event (around film) with associated food – some familiar, some new.

We plan additional events for next term – if you have any suggestions for events, please contact a Services Committee member.

Committee Members: Gerda Cammaer, Martin Greig, Kunquan Lan, Arnold Yuan



Orientation Forum- September 2012, ILC



Season Opener - September, 2012, ILC



Report from the Chair, Grievance - Sophie Quigley

This academic year the Grievance Committee welcomed three new members: Yunxiang Gao of History, Diane Granfield of the Library, and Art Seto of GCM. Alternate Grievance Officer Jesmen Mendoza is now serving his third year as member of the committee and carrying a very significant grievance load, including all problems and grievances related to promotion. With our increase in membership, our grievance workload has continued to increase: three areas are of particular concern:

- Tenure issues: 160 of our 847 members are probationary, and of these 75 are applying for tenure this Fall. We assist all these probationary members with their assessment and tenure issues. Our tenure processes have continued to improve, and we are hoping that the introduction of the Faculty Tenure Committee in our new collective agreement will reduce problems at the tenure review stage. However, our demographics are such that tenure issues will continue to be of concern for a few years.
- Promotion issues: we also have a large number of mode 2 members who have reached the stage in their careers where they are applying for promotion to full professor.
- Workplace conflict issues, often related to Bill 168: As previously reported, since last year our V.P. Internal, Jason Lisi, has been coordinating representation for our members involved in investigations. However, a fairly significant proportion of these issues become grievance issues because the response of the Ryerson Administration to these conflicts is not always in accordance with our collective agreement.

As a result of this increased workload, since last summer, Jason Lisi has also joined the grievance ranks to become Alternate Grievance Officer, and is also carrying a substantial grievance load in addition to being V.P. Internal and coordinator of representation. As this year is my last of six years as Chair of the Grievance Committee, Jason and Jesmen are now taking the lead on most new long-term grievances to make sure that our affected members will continue to receive the same uninterrupted support when I leave on sabbatical this summer.

And of course, our tireless Director of Labour Relations André Foucault is supporting all three Grievance Officers in our work. As always, his knowledge and experience continue to be invaluable to the RFA, in particular when it comes to grievance work.

In addition to the issues described above, since our last report, the issues with which we have been dealing, both formally as grievances and informally in the form of advice and support, also include:

- Breaches to the collective agreement in the loading of both LTF and tenure-track members in TRSM
- RFA jurisdiction for counsellors
- Problems with hiring
- Problems with requests for accommodation, leaves, and discipline.

As always, I'd like to remind you that the role of the Grievance Committee is not only to help you solve problems in your dealings with the university, but also to help you prevent these problems, if possible. So please feel free to contact us if you have any questions concerning our collective agreement or specific questions about your own workplace situation.

Committee Members: Yunxiang Gao, Diane Granfield, Jesmen Mendoza, Art Seto

**Report from the Chair, Negotiating - Peter Danziger**

As we move into the second year of our new agreement we begin to rollout some of the new procedures and practices that we have negotiated, particularly around hiring and tenure. The new hiring process is designed to be more open and inclusive. There should be departmental discussions of direction for new hires, departmental discussions around the job, and significant input into the consideration of short listed candidates. This can only happen if we all engage with the process, so I encourage you to do so. The new tenure process is intended to be fairer and introduces a number of safeguards into the system, as well as bringing it into line with practices in the sector.

The new contract also provides for a “special fund” which we will use towards post retiree benefits on a go forward basis. By January 1, 2013, we intend to have a Health Care Spending Account (HCSA) available to all those who are over 65 and who retired after July 1, 2011 with at least 10 years of service. Those who are over 65 and are still working, or retired but under 65, are still covered by the Ryerson plan. Those who retire after July 1, 2011 but are not yet 65 will be eligible once they turn 65. This is a tax free health benefit and as such, is governed by the Canada Revenue Agency Guidelines for eligibility of expenses, however, it is worth mentioning that health insurance premiums are allowed under the current rules. These rules also require a two year rollover, so money not spent after two years, returns to the fund. It is also worth noting that most drug costs are covered by the provincial government post 65. Also, by these rules, there is a two year rollover, so money not spent after two years, returns to the fund. Initially, the HCSA will be for \$500 each year, however, it is important to note that this is a fixed fund and future amounts will depend on the number of retirees. On the advice of our benefit consultants, we have been fairly conservative in our actuarial estimates so that the fund is not overwhelmed. Further, the way the language is written, there is no guarantee that this fund will continue after the expiry of the current contract in 2015.

By now, you should have all received your copy of the new agreement. Copies are also available on the web. In proofreading and editing the final version, the section of Article 5 dealing with promotion to associate professor was accidentally omitted; this has been rectified on the web version. As it is quite short, I include the full text of this clause here:

5.13 PROMOTION TO ASSOCIATE PROFESSOR

- A. When an Assistant Professor is transferred to the tenured faculty, he or she is promoted at the same time to the rank of Associate Professor.
- B. When a salary increment is associated with promotion to Associate Professor, and when the member has applied for transfer to the tenured faculty before May 15 of a given year, and when that application is eventually successful, the salary increment will be awarded as of September 1 of that year, even if the decision is rendered at a later date. Otherwise the salary increment is awarded on September 1 following the decision.

On the wider horizon, we watch with trepidation the unprecedented assault on collective bargaining proposed by the provincial and federal governments. The legislation introduced by the Premier before his resignation would have required two years of no increases in future contracts, but perhaps even more worrying, it called for no “service reductions” and finance ministry veto on any negotiated deal. This would represent an unprecedented level of governmental interference in University affairs, just as the percentage of University funding provided by government falls below 50%, down from over 90% in 1989. While the Premier's resignation and the prorogation of parliament have killed this bill, it seems likely that whoever wins the Liberal leadership race and any subsequent election, we will face challenges in this regard in the future. We continue to work with our provincial and national organizations (OCUFA and CAUT) to understand and mitigate these challenges.



Report from the Health and Safety Officer - Fernando Pardo



T'is the Season... Washing Hands, Washing Hands, and No Double Dipping!

Whatever you did today, you came into contact with germs —from the i-Pad to the toilet! Washing your hands is the most effective approach to stop germs from spreading. We've all heard it, but does everyone do it? As wearing rubber gloves all day long doesn't work for most of us, you can wash your hands, thereby preventing yourself or someone else from getting sick.

Examples of when to wash your hands:

- ⇒ When your hands are dirty!
- ⇒ Before eating or touching food (eg. if you're helping to cook or bake)
- ⇒ After using the washroom
- ⇒ After blowing your nose or coughing (even if coughing into your sleeve)
- ⇒ After touching pets or other animals
- ⇒ After playing outside
- ⇒ Before and after visiting a sick relative or friend
- ⇒ Before & after smoking
- ⇒ **AND . . .** The holiday season usually includes a little more food and fun . . . so remember to dip once, and if possible spoon a dollop of dip onto your plate so as to have the freedom to dip, double dip and triple dip to your heart's content -on your own plate! Seinfeld - double dip defined (<http://www.youtube.com/watch?v=YWuSi00CcNk>)

Have a Safe and Happy Holiday Season!

Health & Safety concerns/needs, or perhaps not quite sure of something, please contact myself at fpardo@ryerson.ca, or any member of your RFA Executive.

Need something fixed or repaired:

<http://www.ryerson.ca/campusfacilities/fixit/index.html>) or call Extension 5091



**New Faculty Members - We extend a warm welcome to our new colleagues:****Faculty of Communication and Design**

Ben Barry - Fashion

John Shiga - Professional Communication

Faculty of Arts

Valentina Capurri - Geography

Tonya Davidson - Sociology

Eric Vaz De Noronha - Geography

Julia Fawcett - English

Jennifer Fraser - Criminal Justice

Christopher Greene - Geography

Mikhail Gurvits - Economics

Peter Kedron - Geography

Hayden King - Politics

Elizabeth Switzer-Kirley - Criminal Justice

Karen Milligan - Psychology

Derek Stacey - Economics

Frank Trimnell - Economics

Enriqueta Zafra - Language, Literature & Culture

Faculty of Engineering

Ebrahim Bagheri - Electrical Engineering

Joseph Chow - Civil Engineering

Anton De Ruiter - Aerospace Engineering

Paul Floerke - Architectural Science

Sharareh Taghipour - Mechanical Engineering

Faculty of Science

Alexander Alvarez - Mathematics

Andrea Burgess - Mathematics

Dietmar Cordes - Physics

Konstantinos Derpanis - Computer Science

Warren Wakarchuk - Chemistry & Biology

Faculty of Community Services

Tara Collins - Child & Youth Care

Anne Harris - Occupational & Public Health

Chun-Yip Hon - Occupational & Public Health

Calvin Langton - Child & Youth Care

Raktim Mitra - Urban & Regional Planning

Sharon Paton - Nursing

Jessica Wegener - Nutrition

Faculty of Ted Rogers School of Management

Chris MacDonald - Law

Rasha Nasra - Human Resources Management

Al-Karim Samnani - Human Resources Management

Sirajum Sarwar - Finance

Selcuk Savas - ITM



This summer, the RFA office moved to 40 Gould Street, Main Floor, KHS-46. With some sadness we said goodbye to our dear friends at Eric Palin Hall.

With great thanks to Anver, the RFA has finally found a "home." Our new place is spacious with 3 offices and a beautiful boardroom. We invite you all to drop by and visit us anytime.

Our telephone and fax numbers, as well as our e-mail address, remain the same, so members will not have difficulty finding us.

As always, we are here willing and ready to serve you.

Agnes, André, Stacy

Promotion to Tenure

Vincent Hui - Architectural Science

Vladislav Toronov - Physics

Betinna West - Marketing

Andy Ye - Electrical Engineering



In Memoriam

Tanit Mendes

October 4, 1958 - October 31, 2012

Ryerson Theatre School: Associate Professor and Co-Director of the Theatre Production Program.

Tanit initially trained as a dancer but chose set and costume design as her career, working in theatre and film. Noted theatres included the Shaw Festival, Red Barn, Sudbury, and Magnus Theatre. She was a member of I.A.T.S.E., the Directors Guild of Canada, the Associated Designers of Canada, and Theatre Ontario. A graduate of York University's Theatre Department, she completed her Masters of Arts at the University of Toronto.

Tanit began teaching in 1998 at the Ryerson Theatre School. Her teaching portfolio included: technical drawing and model making, AutoCAD, scenic painting, fabric painting and dyeing, jewelry, and costume and set design, as well as mentoring students on various productions and projects.

Tanit's passion for teaching was fueled by her own eagerness to learn and experiment with new skills, materials, and techniques. She had high expectations of her students and their commitment to their own learning, skills, and professionalism. Her legacy of training and education carries on in her current students and the graduates from the Theatre School who work across Canada and around the world. Nothing gave her greater pleasure than knowing that skills learned at Ryerson allowed students to successfully get work. Teaching was a source of inspiration in her life and a part of what kept her motivated in her final fight against cancer. Tanit loved life to its fullest and her laughter filled the halls of the Theatre School. She will be greatly missed.

Dr. Wieslaw Michalak

Dr. Wieslaw Michalak, Professor in the School of Image Arts, passed away on July 21, 2012 following a long illness.

Originally a faculty member in the Department of Geography (he transferred to Image Arts in 2007), he had an academic background that included undergraduate and master's degrees in Philosophy as well as a PhD in Spatial Analysis, and he was known for a wide-ranging intellect and an innovative, interdisciplinary approach to teaching.

In the School of Image Arts, he taught New Media and Photography Studies, and pursued an active career as an exhibiting artist: his work has been exhibited in Canada, the United States, Poland, Germany, France and the UK, and his film, "Attention:Light!" – a realization of a project envisioned by Paul Sharits, completed with noted Polish filmmaker Josef Robakowski - has been screened at Lincoln Center in New York as well as the National Gallery in Washington, DC.

Michalak served as Program Director of the MFA in Documentary Media from 2007-2009. An exhibition in his honor was held in IMA 310 in the Image Arts building during November. There was a reception on November 21.





The RFA Executive for 2012/13 is composed of the following members:

President	Anver Saloojee
Vice President Internal	Jason Lisi
Vice President External	Franklyn Prescod
Treasurer	Bozena Todorow
Secretary	David Naranjit
Chair, Grievance	Sophie Quigley
Chair, Negotiating	Peter Danziger
Chair, Professional Affairs	Kileen Tucker Scott
Chair, Equity Issues	Jennifer Clarke
Health & Safety Officer	Fernando Pardo
Members At Large (2)	Anthony Francescucci
	Amina Jamal

RFA General Meeting

Tuesday, December 4, 2012, 12 (noon) - 2:00 p.m.
ILC, International Room

Disclaimer

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

THANK YOU

We would like to thank all contributors to this issue. Editors: David Naranjit and Agnes Paje

Produced by: Stacy Stanley and Agnes Paje



RFA DEPT/SCHOOL REPS - 2012/2013

Accounting	<i>Vacant</i>	Interior Design	Catherine Dowling
Aerospace Engineering	Seyed M. Hashemi	Journalism	Marsha Barber
Architectural Science	Jane Hao	Languages, Literature & Culture	Kinga Zawada
	Miljana Horvat	Law	<i>Vacant</i>
Chemical Engineering	Dae Kun Hwang	Library	Lei Jin
Chemistry & Biology	Lesley Campbell		Dana Thomas
	Bryan Koivisto	Marketing	Joanne McNeish
Child & Youth Care	<i>Vacant</i>	Mathematics	Garnet Ord
Civil Engineering	Darko Joksimovic	Mechanical Engineering	Seth Dworkin
Computer Science	Kosta Derpanis		Sharareh Taghipour
Counselling	Jesmen Mendoza	Midwifery	Nadya Burton
Criminal Justice	Graham Hudson	(Alternate)	Mary Sharpe
Disability Studies	<i>Vacant</i>	Nursing	Diane Pirner
ECS	Donna Koller		Beth Swart
Economics	Constantine Angyridis		Elaine Santa Mina
	Thomas Barbiero	(Alternate)	Linda Cooper
Electrical Engineering	Vadim Geurkov	Nutrition	Yvonne Yuan
	Lev Kirischian	Occupational & Public Health	<i>Vacant</i>
English	Kaamran Raahemifar	Philosophy	Meredith Schwartz
	Jennifer Burwell	Physics	Catherine Beauchemin
Entrepreneurship & Strategy	Rahul Sapra	Politics	Tuna Baskoy
Fashion	<i>Vacant</i>		Mitu Sengupta
Finance	Grahame Lynch	Professional Communication	Joanne DiNova
Geography	Scott Anderson	Psychology	<i>Vacant</i>
	Wayne Forsythe		<i>Vacant</i>
	Stephen Swales	Retail	Hong Yu
Global Management Studies	<i>Vacant</i>	RTA	Charles Zamaria
Graphic Communications	Natalia Lumby	Social Work	Dawn Onishenko
History	John Morgan	Sociology	Heather Rollwagen
Hospitality & Tourism	Richard Wade	Theatre	Nicole Neverson
Human Resources	Ian Sakinofsky		Cynthia Ashperger
Image Arts	Gerda Cammaer	Urban & Regional Planning	Sheldon Rosen
	Bruno Lessard		<i>Vacant</i>
ITM	Linying Dong		
	Aziz Guergachi		