

The Newsletter of Ryerson Faculty Association

Spring 2015 Vol. 29 No. 2

Message From the President

Dear Colleagues,

As I am sure you all know by now (and if you don't you really should get out more), the search for a new President of Ryerson University was declared a failed search and our current president, Sheldon Levy, has agreed to serve for up to two more years. I would like to take this opportunity to thank Sheldon for this. I know that he was looking forward to retirement and that he took this on speaks to his commitment to our institution.

We are entering our seventh straight year of budget cuts and the administration has started its annual "consultation". This year, the consultation simply consists of telling us how much we have to cut, 2%, of which 1% will be redistributed back to the departments. Note that in this context "department" doesn't mean academic departments directly, each Faculty is a

department, Human Resources is a department, etc. The administration was quick to point out that the actual budget cuts to academic departments last year was "only" half a percent. This constant imposition of budget cuts seems rather at odds with the audited statements of the University, which seem to show a steady surplus (the administration prefers the word saving). In response to these constant cuts, the students have hired a couple of economists to prepare an alternative budget which has been presented to the Board of Governors. This budget identified a "structural surplus" which averages about 14.5 million per year. The administration has stated that any "savings" are put aside for investment into new buildings and equipment.

To be fair, the government has been squeezing funding to



Peter Danziger, President

post-secondary education for many years now and this year we saw the percentage of University funding across the province, which comes from government, fall below 50% for the first time. Twenty years ago, this figure was above 80%. The result is that Ontario now has the lowest per student funding in Canada (never let it be said that we are not efficient). The result of this squeeze in funding is the squeeze on our budgets and the constant increases in tuition that students face. In this context, it is very telling that the recent extended strikes at U of T and York University where by TAs, most of whom are themselves students.

Cont'd on Page 3 ...

Contents

<i>Important Dates</i>	2
<i>New Executive Committee Member/s</i>	2
<i>President</i>	1 & 3
<i>VP Internal</i>	3 - 4
<i>Grievance</i>	4 - 5
<i>Negotiating</i>	6
<i>Equity</i>	7
<i>Services</i>	8
<i>RFA Scholarship Winners</i>	8
<i>OCUFA Award</i>	10
<i>Ryerson University Awards</i>	11
<i>Memoriam</i>	12
<i>RFA Executives Committee Member/s</i>	13

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Important Dates

RFA General Meeting

May 5, 2015

ILC, International Room

* * *

RFA Season Opener

September 14, 2015

Oakham Lounge

* * *

RFA General Meeting

December 8, 2015

International Room, ILC

* * *

RFA Season/Holiday Party

December 8, 2015

Oakham House

RFA List Servs

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.

New Executive Committee Member/s

Ronald Babin - Chair, Grievance

Dr. Ron Babin is the newest RFA executive member. He was elected as the RFA Grievance Officer in February by an overwhelming majority of members.

Ron joined Ryerson in 2006, previously teaching at Ryerson as a part-time instructor in the 1980s. He is a member of the IT Management (ITM) School at the Ted Rogers School of Management (TRSM). In addition to teaching ITM students, Ron teaches in the MBA program and supervises several graduate students.

Ron completed his Doctorate in Business Administration (DBA) at the Manchester Business School. His ongoing research focuses on global outsourcing of IT and IT enabled services, with an emphasis on socially responsible outsourcing. Prior to coming to Ryerson Ron, was a consulting partner at KPMG and at Accenture. He is currently helping to develop TRSM executive education programs working with the Toronto Regional Board of Trade.

Habiba Bougherara - Health & Safety Officer (Pending Confirmation)

Dr. Habiba Bougherara is an associate professor in the Department of Mechanical and Industrial Engineering. Since she joined Ryerson in 2007, she has served on several committees including RFA Reps' Council, Department Hiring and Evaluation committees, Biomedical Hire, CEAB Program working group, BME Graduate Program Curriculum, and the Master of Engineering Innovation & Entrepreneurship (MEIE) committee.

Habiba Bougherara's research focuses on the development of a new family of bone mimicking implants that are closer to real bone than current metal implants. Dr. Bougherara has strong national and international collaborations. Her team is among the first in Canada to explore the use of green material for biomedical implants. Her research is supported by several Canadian granting agencies and industries. She is the recipient of the prestigious early research award from the Ontario Ministry of Research and Innovation. She is a three times recipient of the Dean's scholarly, research and creative activity award (2010, 2012 and 2015), winner of the collaborative research award (2014) and, recently, winner of the YSGS Outstanding Contribution to Graduate Education Award (2015). Dr. Bougherara has published more than 60 journal papers in distinguished peer-reviewed journals, 50 conference proceedings, 6 book chapters, issued two patents and trained more than 50 HQPs.

From the President....

One of the central issues in these strikes was that the pay they receive from the institution must keep pace with the tuition that they are being charged.

The current funding formula for undergraduate positions at universities depends on the number of students. Ryerson has responded to the cuts in funding by growing, with the result being that we are financially healthy when compared to many other institutions in the province. However, the demographics going forward show a decrease in the number of 18 year olds across the province, particularly outside of the GTA. As a result, Universities across the province are worried that lower enrollments will mean decreased funding; at the very least, there is concern about fluctuations. In response, the government has announced a review of the University funding formula. This review will not affect the current round of funding and at this point it is unclear how long the review will take or what the formula will look like, but it will undoubtedly have a substantial impact in the future.

Another initiative that the government has undertaken is to establish the Ontario online consortium, of which Ryerson is a member. This started as a government scheme aimed at saving money, however, all the research indicates that to develop and run online courses well is more not less expensive. The program has evolved over the years to the current state, where it is effectively run by COU. There are rumors that by being part of the consortium we must accept their courses, but this is not the case. It is important to remember that any course must go through the usual academic approval process before it can be used for credit in a program. One of the concerns raised is that the Board of Ontario online has no faculty representation and we have been active with OCUFA in pushing for this kind of representation. Most of us have incorporated online aspects into our courses and the model that Ryerson is promoting is that of blending online aspects with regular classes. However, there is some concern over the excessive use of exclusively online courses in CE, especially when it involves day students taking them for credit.

Finally, our contract expires June 2015 and so we are headed into bargaining. I would like to extend a special thanks to the members of the new negotiating committee, Rachel Berman, Doreen Fumia, Dianne Pirner, Jane Sprott and the chair Ian Sakinofsky. I know from personal experience how difficult a process this can be and I think we all owe them a debt of thanks for offering their time and energy. I am sure that we all wish them well in this process.

Report from the VP Internal - Kileen Tucker Scott

Reps' Council

Once again, 'thank you' members of Reps' Council for your continued diligence in raising issues of concern on behalf of our Association constituents, and for supporting the exchange of ideas that informs and moves forward the work of the Association.

The focus of Council meetings this year has been an energetic dialogue with members of the RFA Negotiating Committee as we prepare for collective bargaining. The nature of this discussion on a variety of work life-related issues at Council meetings has clearly demonstrated how important the school/departmental representative role is in liaising with the RFA Executive and the Association's working committees. Council meetings provide the opportunity for us to discuss our collective commonalities and to recognize the contextual differences that make our schools and departments unique within the academy.

Report from the VP Internal

Council of Chairs and Directors

Bringing our Chairs and Directors together has proved to be a challenge over the past few months. Those who have been able to attend CDC meetings have engaged in informative discussion and debate about the role of chairs/directors within the context of the collective agreement and the reality of their day-to-day responsibilities. The on-going conversation about 'collegial governance' has prompted the RFA Executive to begin work on a position paper. Once completed, it is hoped that an awareness of the collegial governance process will be rekindled, and members will be encouraged to take a more assertive role in making educational decisions on operational and pedagogy issues.

Representation

In accordance with our Collective Agreement, RFA members are entitled to have an RFA advocate in attendance at meetings with the Dean, HR, or other members of the University Administration. The role of the advocate in such meetings is to ensure that the members' rights under the collective agreement are upheld. Even if such a meeting is not called, our members have the prerogative of talking with or seeking advice from an advocate at any time. If you are invited to attend a meeting with a University Administration representative, or if you just wish to talk about a work-related issue of concern, please do not hesitate to contact me. It is my responsibility to match advocates with members who seek advocacy services.

The focus of our advocacy program is to support our members. This year, all members of the RFA Executive completed an advocacy training pilot program so that they would be able to better provide advocacy support as needed. This training program will be rolled out to other members of our Association community over the next few months.

I would like to thank our membership for entrusting me with a second term as VP Internal. I look forward to ways in which I can enhance my role on your behalf and encourage you to provide me with feedback and ideas. Thank you all for continuing to support our Association and its work.

Report from the Chair, Grievance - Jason Lisi

It is hard to believe that it is almost the end of term already. Maybe it is just me but I always find the winter term goes by more quickly than the fall term. For me, spring brings to an end a role that has been a big part of my life for the past two years. And while it is a bit sad to be writing my final article as Chair of Grievance, I know that the next Chair will do an absolutely amazing job, and I know we are all in great hands.

Case Load Overview

As we wind down the Winter Term, I am very pleased to report that the number of new grievances remains low compared to past trends. So far in 2015, we have only one new grievance, which is a policy grievance. In 2014, we filed a total of 4 grievances. One of the 2014 grievances resulted in a positive outcome for the member involved, and is now closed. The remaining three 2014 grievances are at various stages of the process. In total, there are 14 active grievances on file, and out of these 8 are in various stages of arbitration.

As I have mentioned in the past, the RFA does a lot of work to try to resolve issues before they become official grievances. These "pre-grievance" situations are called cases. Since this time last year, the RFA has successfully represented several members, and the number of active cases continues to decline.

Report from the Chair, Grievance - Jason Lisi**End of Term Considerations for Pre-Tenure Faculty**

This is the time of year when pre-tenure faculty members are subjected to many different assessments that will ultimately be used to assess eligibility for tenure. These can include peer assessments of teaching, student evaluations (FCS), year-end assessments, and an intermediate tenure review.

Sometimes, members will seek advice from the RFA at the tenure stage because the DEC has made negative comments based on observations made through one of these assessment tools. Often, I hear that the comments made in the assessments were out of context, or not entirely true. When I ask members if they responded to these assessments, often the answer is “no”. It may be “no” because they did not know they could respond, or because they felt intimidated.

I cannot stress enough how important it is to respond to any assessment that is not an accurate reflection of your performance. If done collegially and respectfully, there should be no reason for anyone to take offence. I have seen the absence of such a response become problematic at the tenure review stage. If you are unsure if you should respond, or don't know the process of how to respond, please contact the RFA. We would be happy to review the process with you. In the end, having a clarification on certain assessment parameters could mean the difference between a smooth tenure application and a not so smooth one. When in doubt, please ask!

Grievance Committee

I would like to take this opportunity to wholeheartedly thank the Grievance Committee for all its hard work over this past year. Grievance truly is a team effort, and I am blessed to have an engaged and dynamic committee. Especially, I would like to thank Diane Granfield, who is wrapping up her two-year term. Diane has been a truly valued member of the Grievance Committee, and she will be missed!

While I am sad to Diane go, I am also excited to to welcome Susan Cody from Professional Communication, and Tammy Landau from Criminal Justice to the Committee. I have no doubt they will both do an amazing job. I am also pleased to welcome back Kimberly Wahl who was elected to a second term. Susan, Tammy and Kim join long-standing grievance committee member Jesmen Mendoza who is currently halfway through his present term.

In addition to our elected members of the Grievance Committee, there are several people who contribute their time and efforts to support the grievance process. Agnes and Stacy in the RFA office are wonderful supports for the work that we do. And, of course, there is André whose untiring efforts and work on behalf of our members is known, and very much appreciated by many, many people.

Last, but certainly not least, I would like to welcome Ron Babin to his new role as Chair of Grievance. I have had the privilege to work closely with Ron over the past academic year, and I know Ron will be absolutely fantastic as Chair of Grievance. I, for one, am thankful for such a strong Grievance Committee.

Conclusion

When I decided to run for Chair of Grievance two years ago, I knew it would be an interesting and dynamic experience. What I didn't know at the time is how rewarding an experience it would be. I have gained new friendships and met amazing colleagues along the way, and I will always look back on this time with fondness. Thank you for allowing me this wonderful opportunity.

Committee Members: Ron Babin (ITM), Diane Grandfield (Library), Jesmen Mendoza (Counselling) and Kimberly Wahl (Fashion)

Report from Chair, Negotiating - Ian Sakinofsky

At the time of writing this report, the Negotiating Committee is about to commence bargaining with the Administration.

At the Negotiating Mandate Meeting of the RFA on March 4, 2015, the membership supported the bargaining mandate that was presented to them by the Negotiating Committee. On March 17th the motion from the mandate setting meeting was read into the minutes of the RFA executive meeting of that date.

The Negotiating Committee is extremely encouraged by the fact that 63% of the membership responded to the RFA Bargaining Survey. We were not surprised at this particularly high response rate, because of the consistent concerns that we heard from members when we visited the respective departments.

In the Fall 2014 edition of this newsletter, we reported that in our department visits to that date, we had been hearing a refrain of resentment at growing student numbers and swelling class sizes, amidst stagnating or diminishing faculty complements, and diminishing teaching support. At the same time, the introduction of increased numbers of graduate students (and related supervisions), the introduction of zone learning, and the demands and feared compromises of e-learning, was further stretching departmental resources across the board.

This pattern of concerns continued in the remaining department visits.

The dissatisfaction with the under-resourcing of Ryerson's scholarly endeavours, and the continuing pattern of such concerns in the remaining department visits, was validated by the recently released report on Ryerson's student-faculty ratio.

It has come to light that since 2009 Ryerson has been providing incorrect faculty information to Statistics Canada, and then subsequently to the Ontario Council of Academic Vice Presidents (OCAV) which took over the university sector statistical analysis from Statscan. This overstatement of Ryerson's faculty, by 20-25% served to vastly under-estimate Ryerson's student-faculty ratio.

The RFA pointed out this error to the Administration, which finally agreed to revise its submissions in March 2015. The ratio of Ryerson's full-time student-full-time faculty ratio for 2013-14 is now reported as being 40.7:1.

By comparison, the same data set reports the U of T student-faculty ratio for the same year as being 32.6:1, and the York University ratio as being 34.5:1.

The average full time student-full time faculty ratio for the 23 Ontario universities listed is 33.5. It appears that the RFA membership's concern with the state of the University is quite warranted. Questions should probably be asked of both channels of governance at Ryerson, i.e., the administrative channel (Ryerson central and the Deans) and the academic channel (senate committees and departmental governance).

The Negotiating Committee intends to tell the Administration that these negotiations are viewed by the RFA as a process of organisation building. Through such organisation building it is hoped to establish and secure a collegial environment and the appropriate resources, that are necessary for RFA members to attain and maintain the scholarly and educational standards to which they aspire.

Our goal in this round of bargaining is to contribute to making Ryerson a more satisfying workplace and a more effective University.

Committee Members: *Rachel Berman (ECS), André Foucault (Executive Director - Labour Relations), Doreen Fumia (Sociology), Diane Pirner (Nursing), Jane Sprott (Criminology)*

Report from Chair, Equity Issues - Tariq Amin-Khan

The Equity Issues Committee (EIC) has been working on equity issues on two fronts since last fall: (i) within the broader Ryerson community, and (ii) with the larger community and society. This brief update provides some examples of the work the Committee has undertaken.

On March 30, 2015, the EIC in collaboration with the Indigenous faculty at Ryerson held our daylong event: *#AmINext: Community Responses to Missing and Murdered Indigenous Women*. This event, which began with the traditional ceremony and a liberational song by some Indigenous women participants, was also live streamed. The event was very well attended. Indigenous community participants appreciated RFA's efforts to bring attention to the issue of murdered and missing Indigenous women and girls. Many of them also saw Ryerson University as a supportive space to raise Aboriginal issues. The event's morning keynote was from Sharon Johnson. It was a very moving tribute to her sister, and numerous other murdered and missing Indigenous women and girls. The performance by ARTICLE11 that followed, creatively addressed the precarious lives of Indigenous girls and women. The lunch for the event was catered by NishDish, an Aboriginal caterer. The afternoon panel of Indigenous activists involved a spirited discussion among the panelists on how to address and raise the profile of the issue. Despite the different outlooks of the panelists and participants, the discussion was constructive and uplifting. I should acknowledge that the event was made possible by the support and financial contributions from the RFA, a number of departments and faculties, and the President's office. However, the credit for planning and executing this event goes to the tireless efforts of some key RFA colleagues: Joanne DiNova, Lynn Lavallee, Lila Pine and Julie-Ann Tomiak.

As for the work on equity within the Ryerson community, this has been at multiple levels. At one level, the equity committee has provided input to the negotiating committee. One of the more significant issues the EIC has highlighted, based on the concerns of RFA colleagues, is about the anomalies process – how it does not really address the structural nature of gender-based pay inequity. Another matter has to do with representation on hiring and evaluations committees. A number of colleagues are concerned how some colleagues, who are not part of the 'inner' circle of departments and programs, are left out of these committees. One suggestion was to implement a mechanism of rotation on these committees in programs and departments whose faculty complement will allow for this possibility.

At another level of EIC's involvement in campus issues, we invited the Vice Provost-Students, Heather Lane Vetere for a discussion on Ryerson's proposed sexual assault policy. Some may be aware that the VP-Students submitted her report in February to the Provost on what should be the key components of an effective sexual assault policy. There was broad agreement between the views of EIC members and the VP-Students. The one area where the views differed was how the EIC expected the policy to be comprehensive in covering students, staff and faculty, while the VP-Students' position was for a more student-focused policy. However, she also said that while the focus will be on students, the policy's breadth will be wide. Among other issues raised at the meeting, the EIC members offered their concerns about the vulnerability of faculty, especially women faculty, in schools/departments that are easily accessible from the street.

Further, the EIC is looking into whether the salaries of racialized faculty are also anomalous. Anecdotal evidence points to an anomaly, and the EIC is exploring ways to document this concern. This issue will receive more coverage in future bulletins.

Wishing everyone a wonderful summer.

Committee Members: *Jennifer Clarke (Social Work), Dawn Onishenko (Social Work), Gloria Roberts-Fiati (ECS) and Jim Tam (ITM)*

Report from the Chair, Services - Wayne Forsythe

The Services Committee planned and held a number of events during the Fall 2014 and Winter 2015 semesters. The RFA Neewollah Party was held on October 28 with approximately 120 members in attendance. Hors d'oeuvres, a veggie tray and a dessert platter were served at staggered times to ensure that as many people as possible could enjoy some food as well as beverages.

Our major event was the RFA Season/Holiday Party which was held on December 2, 2014 at Oakham House. We welcomed approximately 320 people including RFA members, retirees and guests. Of note, is the fact that 50 people who sent in a RSVP by the deadline did not attend. This needlessly costs the RFA a substantial amount of money. In the future, please retract your RSVP if you cannot attend as we still have to pay even if you do not show up! This year we slightly adjusted the themed food station and dessert offerings for the event. Sit-down seating was available in the upper portion of the venue in the Oakham Lounge. On behalf of the committee, I would again like to thank the staff at Oakham House and our student registration/setup team for helping to ensure the success of this event. Mark your calendars as the **2015 event will be held on Tuesday December 8** from 5:00-10:00 p.m.

The 2nd Annual RFA March Mayhem Pub Night was held in the Oakham Lounge at Oakham House on March 19 from 4:30-8:30 p.m. with approximately 130 members in attendance. The format was the same as the Neewollah Party with hors d'oeuvres and a wide selection of beverages. Gerda Cammaer deserves special recognition for being the "official" photographer who took "polaroid's" of people in various costumes which again proved to be a very well-received idea.

Email reminders are sent out before each event that we schedule (1 week before, 1 day before and the day of). Our next event is the RFA Season Opener that will be held in the Oakham Lounge at Oakham House **on Monday September 14, 2015** from 4:30-8:30 p.m. Please mark your calendars! More details will be sent out as the event approaches.

I would like to thank Emily Agard (Chemistry and Biology) for her service on the committee. This also marks the end of my time on the committee. I started way back in January 2008 and spent four years (including the last two) as committee chair. During this time, some significant changes to the events that the RFA Services Committee plans have been realized. Perhaps the most important was bringing the Season/Holiday Party back to campus. Normally, I would welcome two new committee members but (as of the time of writing) there have been no nominations. I would like to encourage other faculty members, especially new members, to consider serving on this committee. Details are available from the RFA office.

Committee Members: *Wayne Forsythe (Geography), Gerda Cammaer (Image Arts), Peter Kedron (Geography), Martin Greig (History), Stephen Swales (Geography), Emily Agard (Chemistry and Biology)*

RFA Scholarship Winners

We would like to congratulate all of the 2015 RFA Scholarship Winners

RFA Full-Time Scholarship Winners:

- ◆ Ambreen Akbar
- ◆ Anisa Hassan

RFA Part-Time Scholarship Winner:

- ◆ Aicha Jachi

RFA Aboriginal Scholarship Winners:

- ◆ Jenni Lin Armstrong
- ◆ Melissa Compton

RFA Maureen Sims Award for Social Justice:

- ◆ Aicha Jaichi

Season/Holiday Party - December 2014, Oakham House



President's Appreciation Cocktail - March 2015, Courtyard by Marriott



Recipient of the 2014 OCUFA Status of Women Award of Distinction



Dr. Kathryn Church is Director of the School of Disabilities Studies at Ryerson University and has been a professor in the program since 2004. Her nomination cited her strong record as a feminist disability studies scholar “whose research includes exploring the everyday invisible labour of disabled women and gendered domestic work.”

Dr. Church has been particularly active as an advocate for community building and economic development for those with psychiatric disabilities. Her groundbreaking work with the Canadian Mental Health Association in the 1980s led to changed social and health policy towards ensuring inclusion and employment for people with psychiatric disabilities. That work still supports and informs continued research and social justice activism across Canada.

She has been lauded for demonstrating outstanding feminist leadership throughout her academic career. In particular, her original and rigorous scholarship on creating disability-positive spaces in the academy has made a tremendous positive impact on the lives of students, staff and faculty with disabilities.

Personal evidence of her contributions come from a post-doctoral fellow whom Dr. Church supervises: “Dr. Church has provided me with strong mentorship in the areas of teaching, research, and community engagement. More than this, with care and attention, she offers me the rare guidance for how I might become a strong researcher and professor as a woman with a disability.”

Another colleague, who has worked with Dr. Church for over a decade, spoke to her unwavering encouragement for women with disabilities to pursue scholarly, employment, and community opportunities.

Throughout her career, Dr. Church has encouraged and continues to encourage women academics with disabilities to pursue their educational and career goals in ways that they otherwise may not have thought possible.

For this exceptional record of activism, advocacy, and scholarship, we are thrilled to present Dr. Church a 2014 Status of Women Award of Distinction.

The Ontario Confederation of University Faculty Associations (2014). *2014 Status of Women Committee Award of Distinction: Citation for Dr. Kathryn Church*. Unpublished manuscript.

The RFA Congratulates the following Ryerson University Award Recipients

Sarwan Sahota Ryerson Distinguished Scholar Award

Leslie Atkinson - *Psychology*

Krishna Kumar - *Aerospace Engineering*

Collaborative Research Award

Deborah Fels - *ITM*

Early Research Career Excellence Award:

Ebrahim Bagheri - *Electrical & Computer Engineering*

Knowledge Mobilization & Engagement Award

Tara Collins - *Child and Youth Care*

Social Innovation & Action Research Award

Andrew Millward - *Geography & Environmental Science*

Errol Aspevig Award - Outstanding Academic Leadership

Lamya Amleh - *Civil Engineering*

Usha Gorge - *Dean, Faculty of Community Services*

Chancellor's Award of Distinction

David Schlanger - *Entrepreneurship & Strategy*

President's Award of Teaching Excellence

Maureen Reed - *Psychology*

Provost's Experimental Teaching Award

Jennifer Lapum - *Nursing*

Provost's Innovative Teaching Award

Andrew Laursen - *Chemistry and Biology*

Provost's Interdisciplinary Teaching Award

Graham Hudson - *Criminology*

Deans' SRC Awards

Martin Antony - *Psychology*

Habiba Bougherara - *Mechanical and Industrial Engineering*

Rachel Dodds - *Hospitality & Tourism Management*

Alexandre Douplik - *Physics*

Marcus Escobar-Anel - *Mathematics*

Sari Graben - *Law & Business*

Sepali Guruge - *Nursing*

Amina Jamal - *Sociology*

Jennifer Lapum - *Nursing*

Raktim Mitra - *Urban and Regional Planning*

Sharareh Taghipour - *Mechanical and Industrial Engineering*

Bo Tan - *Aerospace Engineering*

Eric de Noronha Vaz - *Geography & Environmental Science*

Deans' Teaching Awards

Ahmed Abdelrahman (Shaker) - *Civil Engineering*

Alexandra Fiocco - *Psychology*

Christopher Gibbs - *Hospitality & Tourism Management*

Christopher Greene - *Geography & Environmental Science*

Chul Kim - *Mathematics*

Calvin Langton - *Child and Youth Care*

Andrew Laursen - *Chemistry and Biology*

Chris MacDonald - *Law & Business*

Reg Noble - *The G. Raymond Chang School of Continuing Education - Food Security*

Jamin Pelkey - *Languages, Literatures & Cultures*

Lisa Taylor - *Journalism*

Scott Tsai - *Mechanical and Industrial Engineering*

Deans' Service Awards

Jean Bruce - *Image Arts*

Deborah Chant - *ECS*

Linying Dong - *ITM*

Benjamin Dyson - *Psychology*

Candice Monson - *Psychology*

Kaamran Raahemifar - *Electrical & Computer Engineering*

Bo Tan - *Aerospace Engineering*

Neil Thomlinson - *Politics and Public Administration*

Sean Wise - *Entrepreneurship and Strategy*

Isaac Woungang - *Computer Science*

Yeates School of Graduate Studies Outstanding Contribution to Graduate Education Award

Costin Antonescu - *Chemistry & Biology*

Martin Antony - *Psychology*

Habiba Bougherara - *Mechanical and Industrial Engineering*

Ken Grant - *Entrepreneurship & Strategy*

Jaigris Hodson - *RTA*

Counsellor Award

Colleen Conroy-Amato - *Centre for Counselling & Student Development*

Librarian Awards

Kelly Dermody - *Library and Archives*

Dana Thomas - *Library and Archives*

Weina Wang - *Library and Archives*

Memoriam

Professor Jean-Paul Chavy

It is with great sadness that Charlotte and the Chavy families of Montreal and Halifax announce the death of Jean-Paul on March 7, 2015.

Born in Bourges, France in 1946, Jean-Paul grew up in Halifax but kept his deep roots in France.

After studying and teaching in France, Ottawa and Calgary Jean-Paul spent most of his professional life as a professor of French at Ryerson University where he was a popular teacher, a respected colleague and a strong advocate of the importance of the humanities and language studies in post-secondary education.

A world traveller himself, he encouraged generations of students to deepen and broaden their understanding of the world through travel. Jean-Paul savoured life to the full. An avid tennis and squash player, he was also a biker, sailor, pilot, golfer, raconteur, businessman and gifted amateur chef. He had friends on two continents, was "tonton" to his nieces and nephews and their children in Montreal and Halifax and a mentor and friend to many people from different walks of life and backgrounds.

He and his Charlotte spent 27 years together in fun, laughter and with much debate.

All who knew him, whose lives he touched, lightly or in depth, will remember him for his joie de vivre, his generous spirit, his sense of humour, and for the strength and force of his character particularly in the face of adversity.

Son stoïcisme et optimisme lui font tant honneur.

The staff and volunteers at the Carpenter Hospice in Burlington, Ontario were exemplary in their care and compassion.

In lieu of flowers please consider donating to the Carpenter Hospice: www.thecarpenterhospice.com or 905-631-9994.

Deaths: Chavy, Jean-Paul (2015, March 14). *The Globe and Mail*. Retrieved from <http://v1.theglobeandmail.com/servlet/story/Deaths.20150314.93357903/BDAStory/BDA/deaths>



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

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

RFA General Meeting

Tuesday, May 5, 2015, 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