

The Newsletter of Ryerson Faculty Association

Spring 2016 Vol. 30 No. 2

Message From the President

Dear Colleagues,

As I write this, we are set to enter so called “guided arbitration” with Arbitrator William Kaplan. I am sure that we all hope that this will bring the administration to the table in a meaningful way. We waited for eight months to receive a proper costing of their proposals and I hope that this unseemly delay is not indicative of their attitude going forward. It is important to show our support for the team as we enter this period and I encourage everyone to do so. Please see the bargaining section for more details on negotiations.

We have just heard that Mohamed Lachemi will be the next president of Ryerson University. I hope you will join me in wishing him well in this endeavor. Hopefully, he will be able to provide the leadership that the administration has been so sorely lacking of late. This is

particularly important as we enter the first phases of “guided arbitration”.

We are facing yet another round of across the board cuts, despite the fact that according to the audited statements, Ryerson's finances continue to remain buoyant. The 2015 statement shows us sitting on a healthy \$130 Million in cash and cash equivalents. As usual, this accounting exercise in shuffling money around comes with a 1% fund which is to be used for “strategic reallocations”. It is not clear what the criteria are for these funds, or where they will be directed. It is worth noting that the budgets are compared with previous budgets, not with the actual amounts spent. Thus, these budgets represent their own twilight world, diverging ever further from reality.

The demographic outlook for 18-21 year olds in the province is



Peter Danziger, President

that their number is set to shrink by about 10% across the province, reaching a low in about 2020, and then rebounding to current levels within 5 to 10 years. In the GTA this effect is much less, reducing by about 5% and then rebounding. Since Universities are funded by student enrollments, the Government is looking at reviewing this funding formula to reduce the impacts of these demographic shifts. As I have mentioned before, changes to the funding formula could have far reaching impacts. Currently, Ryerson is a very popular choice for students and this contributes to our financial stability.

Cont'd on Page 3 ...

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Important Dates

RFA General Meeting

May 5, 2016

ILC, International Room

* * *

RFA Season Opener

September, 2016

Location: TBA

* * *

RFA General Meeting

December 8, 2016

International Room, ILC

* * *

RFA Season/Holiday Party

December 8, 2016

Oakham House

Retirees

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

- * Kirk Bailey - *Global Management Studies*
- * Carla Cassidy - *Politics & Public Administration*
- * Scott Clark - *Criminology*
- * Linda Cooper - *Nursing*
- * Marilyn Hadad - *Psychology*
- * Frances Hare - *Child & Youth Care*
- * David Harris - *Image Arts*
- * Winston Isaac - *Health Services Management*
- * Paul Knox - *Journalism*
- * Susan Laskin - *Geography & Environmental Studies*
- * Mark Lovewell - *Economics*
- * Joan Parsons - *Library*
- * Wayne Pittendreigh - *Image Arts*
- * Marilyn Struthers - *Child & Youth Care*
- * Ursula Trescases - *Library*

RFA Scholarship Winners

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

RFA Full-Time Scholarship Winners:

- ◆ Jessica Cheng
- ◆ Mahsa Aghamiri

RFA Part-Time Scholarship Winner:

- ◆ Zahra Ali

RFA Aboriginal Scholarship Winners:

- ◆ Miranda Black
- ◆ Réal Carrière

RFA Maureen Sims Award for Social Justice:

- ◆ Laura Heidenheim

RFA List Servs

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

We wish to keep you informed!

Thank you.

From the President....

Our strategy to this point has been to grow, in 2000 we had approximately 15,000 students (FTE), by 2014 we had more than doubled to over 32,000 (FTE). As I'm sure I don't have to tell you, there has not been a corresponding growth in faculty positions or infrastructure, resulting in overflowing buildings and packed classrooms.

The indications from the province are that the new funding formula will include some form of "performance based" funding, though it is not clear what will be measured or how. However, things like retention and graduation rates as well as student employment rates, including what types of jobs students are getting, have been mentioned. These things are often hard to measure, particularly over time and there is a worry that the things that can be measured become those that are considered important. There is much truth to the old adage that *not everything that matters is measurable and not everything that is measurable matters*.

One message that the province is sending very clearly is that it wants the new funding formula to support their differentiation agenda for Universities. One of the central planks of this agenda is the "Strategic Mandate Agreements" (SMAs) that Universities are required to sign with the government, outlining their priorities. These are potentially very important documents, setting the future direction of the institutions. Our last agreement was negotiated in 2014 and expires in 2017. Last time, the government imposed very tight timelines and there was very little time for consultations, but this time we have plenty of time to consider the directions that we would like to see the University go in and I hope to see consultations start soon.

Another provincial initiative was the opening of Ontario's e-Campus. This is an online portal that lists courses offered by Ontario Universities online. This should be seen in conjunction with the introduction of ONCAT, which allows course credits to be transferred between Universities. It is important to remember that the academic content of our programs remains with the departments and departmental councils. This includes decisions about which courses can be accepted for credit and where an online format is considered appropriate. In this regard, it is important to make sure that our councils are vibrant and that they allow all to speak.

At least there is some welcome news at the Federal level. After a 12% decrease over the last decade we have finally seen a significant increase in tri-council funding for next year as well as a commitment to fund basic research. The provincial boost to student funding will help less well-off students, but ultimately contributes nothing to Universities budgets.

Finally, I would like to take this opportunity to thank all those who have given of their time and energy to make the RFA a better organisation. It is our organisation and we all benefit through participation. I would like to extend a special thanks to the members of the negotiating team who are still hard at work protecting our interests at the table.

Report from the VP Internal - Kileen Tucker Scott

Again this year, members of the RFA Reps' Council have taken an active role in representing the issues and concerns of their respective schools/departments as well as those of Librarians and Counsellors within the academy. Of the 47 schools/departments eligible for representation, 11 are still without formal representation on Council (including Child & Youth Care, Disability Studies, Entrepreneurship & Strategy, Global Management Studies, Law and Business, Marketing, Mathematics, Midwifery, Occupational and Public Health, Real Estate and Urban & Regional Planning). We encourage our members to become involved in Council. The role of representatives is to bring forward the perspectives of members within their particular schools/departments and to serve as the liaison between the members they represent and the RFA Executive. Reps' Council is instrumental in ensuring that the voice of our membership is heard and in informing the RFA Executive of issues that need to be addressed in order to promote a healthy work environment in accordance with the Collective Agreement.

Report from the VP Internal...

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. In addition, the RFA Executive Committee consults with the Reps' Council on matters of policy concerning the Association, political policy decisions, and matters involving the furtherance of the objectives of the Association.

Over the past few months, the Political Action Committee, a subcommittee of Reps' Council, has been active in representing the interests of the Association by supporting the ongoing work of the Negotiation Committee. We are grateful to Corinne Hart, John Morgan, Marsha Barber and Henry Navarro for their efforts in helping mobilize the Association's membership and strengthen members' awareness of the work the Negotiating Committee is engaged in on our collective behalf.

Council of Chairs and Directors

We continue to seek ways in which to more effectively engage Chairs and Directors in an ongoing dialogue about their roles and responsibilities, recognizing that the positions of these academic leaders are unique within the organization. The intent is to try and find ways to support these members. In response to expressed issues and concerns, the Executive has developed a position statement on 'colleagial governance' that will soon be posted on the RFA web site.

Representation and advocacy

RFA members are entitled to have an RFA advocate in attendance at any meeting with the Dean, HR or any other member of the University Administration. The role of the RFA advocate is to ensure that members' rights and responsibilities, as outlined in the Collective Agreement, are upheld during such meetings. In setting up meetings of this type, the University Administration is required to remind the member of her/his right to a representative. Should the member decide not to have an advocate in attendance, the member is required to sign a University waiver acknowledging the offer and her/his decision to decline. If for any reason during the meeting the member thinks it would be advantageous for an advocate to be present, s/he may terminate the meeting in order to consult with the RFA.

The Executive encourages members to take advantage of the advocacy program. Members may also wish to consult with an advocate for advice from time to 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.

Thank you all for continuing to support our Association and its work.

Report from the Chair, Grievance - Ron Babin

During the past year, as the chair of the Grievance Committee, I have come to understand the volume of cases, grievances and arbitrations that we manage on a regular basis. Annually, the RFA receives between 200 to 250 inquiries that are grievance-related, approximately one every day. In a given year, about quarter of the RFA membership makes an inquiry regarding a potential grievance. Many of these inquiries can be resolved with a few calls or visits to provide information and guidance to the RFA member. We rely on our extensive knowledge of the Collective Agreement and the grievance protocol to guide members on how to proceed with their concerns.

The most frequent issues that members bring to the RFA are as follows:

1. Tenure and promotion, which is a frequent issue during the January through May period when DEC's and FPC's meet to review dossiers.
2. Retirement and reduced workload

Report from the Chair, Grievance...

3. Personal and medical issues, which may involve Ryerson's Workplace Well-Being Services Investigations for harassment, discipline or other issues, which may involve Ryerson's Human
4. Rights Services

Very few cases actually become formal grievances, which are filed with the University in the office of the Vice Provost Faculty Affairs (VPFA). In 2015, we managed a caseload of 16 grievances of which seven were resolved by December of that year. At the end of March, two further grievances had been settled leaving a total of four policy grievances and three individual grievances. Several of the policy grievances are now being negotiated with University during the collective bargaining process.

This spring, we have noticed a decline in the number of tenure and promotion cases and grievances compared to previous years. We attribute this decline to the ongoing education that the RFA provides with the VPFA on these processes. In addition, the DEC and FPC processes have been in place for over three years and most faculty members understand their roles and responsibilities in these processes.

Our email is always receiving, our cell phone is on and our doors are open (at least Monday to Friday between 9 AM to 5 PM). If you have questions about the Collective Agreement, please contact us.

On behalf of the Grievance Committee,
Ron Babin, Chair

Committee Members: *Susan Cody (Professional Communication), Tammy Landau (Criminology), Jesmen Mendoza (Counselling) and Kim Wahl (Fashion)*

Report from Chair, Negotiating - Ian Sakinofsky

At the time of writing this Report, the RFA Negotiating Committee and the Ryerson Administration are five days away from Monday April 11, the first of five scheduled days to be spent with the Arbitrator. The further four days are April 29 and 30, and May 1 and 2.

The RFA Collective Agreement expired on June 30 2015, and the RFA has been without a new contract since that date. As was reported in the Fall edition of this newsletter, 26 bargaining sessions were held with the Ryerson administration, commencing on April 1, 2015, and culminating in a failed Conciliation session on August 27, with the receipt of a "no-board" report on September 8, 2015. The RFA and the Administration then agreed on the appointment of Mr. William Kaplan as the chair of an arbitration board to arbitrate on this matter.

On December 3, 2015, the RFA Negotiating Committee and their legal counsel met with Mr. Kaplan to apprise him of the issues in dispute. Later the same day, the Ryerson Administration's bargaining team and their legal counsel similarly met with Mr. Kaplan. It was on the strength of these two meetings that Mr. Kaplan scheduled the forthcoming sessions in April and May. These sessions are designed to be informal sessions facilitated by Mr. Kaplan. Should these informal sessions not lead to any form of agreement or resolution of the differences between the parties, Mr. Kaplan is authorised to refer the dispute to a formal arbitration board chaired by him. If such a formal arbitration board hearing is to take place it will likely be much later in 2016, and maybe early 2017.

It has been the RFA's impression to date that the Ryerson Administration has neither shown a willingness to engage in discussions that the RFA regards as pressing, nor any sense of urgency in terms of arriving at a new Collective Agreement.

Consequently, the RFA Negotiating team is hopeful that the introduction of a third party, in the form of the arbitrator, will act as a catalyst and stimulate meaningful discussion between the parties.

Report from Chair, Negotiating...

The RFA Negotiating Committee is grateful to the RFA Political Action Committee (PAC), for providing support to the negotiation process, and for providing stickers and buttons to the RFA membership. In this way the PAC will hopefully be successful in maintaining a continuing awareness amongst the membership of the ongoing negotiation process. This will be particularly helpful if the Ryerson Administration continues to approach these negotiations with the slow-motion style that it has exhibited thus far. In that spirit RFA members are encouraged to wear the buttons and display the stickers as, and when, prompted by the PAC.

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

First, I would like to welcome new members of the Equity Issues Committee, Jenny Carson and Laurie Petrou, and look forward to their active participation in the committee's work. I also wish to thank outgoing members, Dawn Onishenko and Gloria Roberts-Fiati, for their much valued contributions in promoting the work of equity within the RFA and across the University.

This winter term, the Equity Committee formed an Ad -Hoc Committee made up of representatives of various unions on campus, Indigenous student groups, the Anti-Racism Coalition (ARC), and the office of the Vice Provost Equity, Diversity and Inclusion (EDI) to discuss the use of appropriate terminology in identifying racialized and Indigenous peoples. The concern is that the existing use of the terms "visible minorities" and "Aboriginal" to identify the two groups is outdated, and is no longer appropriate for use in Ryerson's administrative documents, job ads, and formal and informal communication. Actually, the Ontario Human Rights Commission (OHRC) took the lead to retire the terms, and the reasoning for making this move is available on its website: <http://www.ohrc.on.ca/en/racial-discrimination-race-and-racism-sheet>; on policy guidelines related to the use of the term racialized, see http://www.ohrc.on.ca/sites/default/files/attachments/Policy_and_guidelines_on_racism_and_racial_discrimination.pdf

The current discussion to retire the terms in Ryerson's context, therefore, follows the lead of the OHRC.

Thus, to bring appropriate terminology changes at Ryerson, the Ad -Hoc Committee had a clear recommendation to replace the descriptor "visible minorities" with the appropriate identifier: "racialized people". To realize this recommendation, discussions are underway with the administration. However, on retiring the term "Aboriginal", our Indigenous colleagues on the committee were of the view that wider consultations with the community are necessary before making a distinct recommendation. Once the community consultation is completed, the committee will again deliberate on the matter.

The Equity Committee has also participated on various equity-related issues and initiatives, and details could be provided once these matters are shaped more concretely. Kathryn Underwood was involved in much of this work in my absence as the Interim Chair of the Equity Committee. I wish to acknowledge Kathryn's excellent efforts in bringing clarity to many of the issues.

Committee Members: *Lamya Amleh (Civil Engineering), Dawn Onishenko (Social Work), Gloria Roberts-Fiati (ECS) and Kathryn Underwood (ECS)*

Report from the Health & Safety Officer - Habiba Bougherara

I wanted to take this opportunity to share information on matters related to occupational health and safety (H & S).

Mandatory H&S Orientation: Update on Bill 16

Approximately 1,600 community members have completed Bill 16 EHS orientation E-learning developed by Ryerson's Integrated Risk Management (IRM). Faculty members are required to complete the EHS E-learning training available at: http://www.ryerson.ca/irm/training/ehs_orientation.html

Laboratory safety:

To comply with Global Health and Safety (GHS) standards, Ryerson's Integrated Risk Management has developed a communication on the new lab signage initiative for identifying the specific local hazard, GHS symbols and protective measures at the entrance of undergraduate and graduate laboratories. IRM Management has a website that is dedicated to laboratory safety (<http://www.ryerson.ca/irm/labsafety/index.html>). Laboratory Principal Investigators are encouraged to conduct research risk assessment (accessible on Ryerson's Research Information System) in order to enable IRM to correctly complete the required information on the lab signage forms. The lab signage will be distributed by IRM shortly.

Promotion to Tenure

Lesley Campbell - *Chemistry & Biology*

Leila Farah - *Architectural Science*

Jonathan Farrar - *Accounting & Finance*

Natalia Lumby - *Graphic Communications Management*

Lila Ma - *Psychology*

Joseph Medaglia - *Fashion*

Horatio Morgan - *Global Management Studies*

Kristyn Scott - *Human Resources Mgmt & Organizational Behaviour*

Sui Sui - *Global Management Studies*

Season/Holiday Party - December 8, 2015, Oakham House



President's Appreciation Cocktail - March 23, 2016, Courtyard by Marriott



RFA Day of Action, Pub Night - April 7, 2016, Oakham House



The RFA Congratulates the following Ryerson University Award Recipients

Sarwan Sahota Ryerson Distinguished Scholar Award

Harald Bauder - *Geography and Environmental Studies*

Collaborative Research Award

Sepali Guruge - *Nursing*

Henry Parada - *Social Work*

Early Research Career Excellence Award

Hossein Rahnama - *RTA*

Knowledge Mobilization & Engagement Award

Frauke Zeller - *Professional Communication*

Social Innovation & Action Research Award

Trevor Hart - *Psychology*

Errol Aspevig Award - Outstanding Academic Leadership

Dale Carl - *Marketing*

Marcia Moshé - *Interim Vice Provost, Academic*

Alan Shepard Equity, Diversity and Inclusion Award

Lynn Lavallée - *Associate Director, School of Social Work*

President's Award of Teaching Excellence

Lorraine Janzen Kooistra - *English*

Provost's Experimental Teaching Award

Pnina Alon-Shenker - *Law & Business*

Ann-Marie Lee-Loy - *English*

Provost's Innovative Teaching Award

Samantha Wehbi - *Social Work*

Deans' SRC Awards

Michael Arts - *Chemistry & Biology*

Umberto Berardi - *Architectural Science*

Daolun Chen - *Mechanical and Industrial Engineering*

Thierry Gervais - *Image Arts*

Alison Matthews David - *Fashion*

Claus Rinner - *Geography and Environmental Studies*

Farrokh Sharifi - *Mechanical and Industrial Engineering*

Jane Sprott - *Criminology*

Sui Sui - *Global Management Studies*

Philip Walsh - *Entrepreneurship & Strategy*

Deans' Teaching Awards

Konstantinos Derpanis - *Computer Science*

Noel George - *Chemistry & Biology*

Lu Ann Lafrenz - *Fashion*

Jennifer Martin - *Child and Youth Care*

David Naylor - *Mechanical and Industrial Engineering*

Amy Peng - *Economics*

Laurie Petrou - *RTA*

Farrokh Sharifi - *Mechanical and Industrial Engineering*

Boza Tasic - *Global Management Studies*

Sharon Wong - *Nutrition*

Deans' Service Awards

Jason Boyd - *English*

Kathleen Kellett - *Languages Literatures & Cultures*

Richard Grunberg - *RTA*

Krishnan Venkatakrishnan - *Mechanical and Industrial Engineering*

Deborah de Lange - *Global Management Studies*

Margaret Yap - *Human Resources Management*

Yeates School of Graduate Studies Outstanding Contribution to Graduate Education Award

Kimberley Bates - *Entrepreneurship & Strategy*

Gerda Cammaer - *Image Arts*

Farhad Ein-Mazaffari - *Chemical Engineering*

Michael Kolios - *Physics*

Judy Paisley - *Nutrition*

Vappu Tyyskä - *Immigration and Settlement Studies*

Lixia Yang - *Psychology*

Counsellor Award

Sarah Thompson - *Centre for Counselling & Student Development*

Librarian Awards

Lucina Fraser - *Library and Archives*

Kelly Kimberley - *Library and Archives*

Fangmin Wang - *Library and Archives*

May Yan - *Library and Archives*

Memoriam

Anastasios (Tas) Venetsanopoulos

It is with great sadness that we say farewell and honour Dr. Anastasios (Tas) Venetsanopoulos, who passed away on November 17, 2014.

Tas was Ryerson's first Vice-President, Research and Innovation from 2006-2010. In this role, he was instrumental in establishing Ryerson as a comprehensive university and building a foundation on which to grow our research culture and achievements. He served as a special advisor to Ryerson's VPRI from 2012-2014, continuing to review proposals and provide advice.

Tas led by example. Before joining Ryerson as a Professor of Electrical Engineering at Ryerson, he had a long and distinguished career as an internationally recognized leader in telecommunications, signal and image processing, and biometrics, and was the Dean of Engineering at University of Toronto. He was the recipient of many honours for his achievements, including a Fellowship with the Royal Society of Canada and IEEE's prestigious Millennium and McNaughton Medals for engineering excellence. Tas combined the rare talents of being a world-class researcher and an inspiration for generations of young engineers.

Tas was active in the community and a passionate supporter of Greece as well as Greek history and culture, which he enthusiastically shared with us all. His eyes would light up when he talked about Greece, and he was always ready to advise on sites to visit, hotels to stay in and places to eat.

His guidance and mentorship are greatly missed by colleagues. On behalf of the entire Ryerson community, we extend our sincere condolences to his family.

Shared by Wendy Cukier

**Lawrence Garbe**

Lawrence Garbe passed away on April 2, 2015. He was a professor in the Department of Chemical Engineering. Dr. Ali Lohi shared the following memories of Professor Garbe.

"Mr. Garbe shared office (KHN 306) with another 2 faculty members for almost 15 years. As far as I remember he taught 6 course per year, 3 courses each term.

He was very helpful to the students and always was on time to start and finish his lectures.

He was very involved with sports, namely hockey, tennis and few more. Mr. Garbe was very friendly, helpful to his colleagues and had a good humor."

Shared by Dr. Ali Lohi

Memoriam

Nina Cole

We mourn the passing of Dr. Nina Cole, our dear colleague in the HRM/OB department who died of cancer earlier this year. Nina was a vibrant and dedicated researcher, teacher and former chair of our department. She was a founding member of the TRSM Leadership Centre and the Top 200 program and as a result of her vision and drive our HRM/OB major grew from 200 students when she began as chair, to 900 today. Nina was a leading researcher on expatriate organizational behaviour and was a highly popular instructor both in the undergraduate program and the MBA. Her conscientiousness, passion and wonderful sense of humour was evident in everything she touched and she is remembered, not only for her contributions to academia, but also to community, both in Ontario and abroad. She was an avid Rotarian and went on countless missions to Cambodia to help those less fortunate. Nina was humble to a fault and resisted any attempts to celebrate or recognize her. It was wonderful to see so many friends and colleagues gather at her "celebration of life" in February. She will be truly missed.

Shared by Patricia Sniderman



Viginus Siciunas

Viginus Siciunas passed away on February 15, 2016, he was a Professor in the Civil Engineering department. A few Civil Engineering faculty members shared their memories of him.

"Prof. Siciunas taught me several courses as an undergraduate student at Ryerson in the mid-1990s. I remember him as always being positive and fatherlike to students, but most of all for injecting a dose of humor in his lecture and consultations, which has greatly influenced me as an instructor."

Shared by Dr. Darko Joksimovic

"Mr. V. Siciunas was known to his colleagues in the Department of Civil Engineering as Gene. He had industrial experience prior to being hired at Ryerson. Gene was a Structural professor who taught Structural Analysis to the senior students. He is remembered fondly as being calm, cool, easy going, sense of humour and very knowledgeable."

Shared by Dr. R. Kianoush, Dr. J.Y. Li and Dr. B. Persaud

The RFA Executive for 2016/17 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
Members At Large (2)	Amina Jamal
	Anthony Francescucci

RFA General Meeting

Thursday, May 5, 2016, 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' - 2015/2016

Accounting	Vanessa Magness	Journalism	Marsha Barber
Aerospace Engineering	Seyed M. Hashemi	Languages, Literature & Culture	Jamin Pelkey
Architectural Science	1. Leila Farah	Law & Business	<i>Vacant</i>
	2. Umberto Berardi	Library	1. M.J. Suhonos
Chemical Engineering	Chil-Hung Cheng		2. Jane Schmidt
Chemistry & Biology	1. Bryan Koivisto	Marketing	<i>Vacant</i>
	2. Joe McPhee	Mathematics	1. <i>Vacant</i>
Child & Youth Care	<i>Vacant</i>		2. <i>Vacant</i>
Civil Engineering	1. Khandaker Hossain	Mechanical & Industrial Engineering	1. Seth Dworkin
	2. Elsayed Elbeshbishy		2. <i>Vacant</i>
Computer Science	Andriy Miransky		3. <i>Vacant</i>
Counselling	Joanna Holt	Midwifery	<i>Vacant</i>
Criminology	Tammy Landau	Nursing	1. Sharon Paton
Disability Studies	<i>Vacant</i>		2. Corinne Hart
ECS	1. Angela Valeo		3. <i>Vacant</i>
	2. Sejal Patel	Nutrition	Yvonne Yuan
Economics	1. Thomas Barbiero	Occupational & Public Health	<i>Vacant</i>
	2. Amy Peng	Philosophy	1. Meredith Schwartz
Electrical Engineering	1. Vadim Geurkov		2. Jim Dianda
	2. Lev Kirischian	Physics	Vladislav Toronov
	3. Kaamran Raahemfar	Politics	1. Miriam Anderson
English	1. Jonathan Rollins		2. Matthew Flisfeder
	2. Jennifer Burwell	Professional Communication	Carolyn Meyer
Entrepreneurship & Strategy	<i>Vacant</i>	Psychology	1. Alexandra Fiocco
Fashion	Henry Navarro Delgado		2. Maria Gurevich
Finance	<i>Vacant</i>		3. Paul Brunet
Geography & Environmental Studies	1. Stephen Swales	Real Estate	<i>Vacant</i>
	2. Richard Shaker	Retail	Seung Hwan (Mark) Lee
Global Management Studies	<i>Vacant</i>	RTA	1. Charles Zamaria
Graphic Communications	Richard Adams		2. David Bouchard
History	John Morgan	Social Work	1. Susan Preston
	Joey Power (<i>Alternate</i>)		2. Dawn Onishenko
Hospitality & Tourism	Bernard McEvoy	Sociology	1. Julie Tomiak
Human Resources	Rupa Banerjee		2. Christopher Powell
Image Arts	1. Gerda Cammaer	Theatre	Perry Schneiderman
	2. Katy McCormick	Urban & Regional Planning	<i>Vacant</i>
ITM	1. Aziz Guergachi		
	2. Franklyn Prescod		
Interior Design	Taymoore Balbaa		