

The Newsletter of Ryerson Faculty Association

Fall 2017 Vol. 32 No. 1

Dear Colleagues,

I would like to start by thanking those who give their time and effort for our organization. The RFA is our collective organization and it thrives when we all pull together. We can have great effect when we act together.

Speaking of collective action, our contract expires June 2018 and so we are headed into bargaining in the new year. As we head into bargaining, I would like to extend a special thanks to the members of the negotiating committee. 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 of their time and energy. The committee is in the process of preparing the negotiating mandate and is visiting every School and Department as part of this process. There will also be a survey of the membership in January 2018, and we will be holding a Mandate Setting Meeting on March 1, 2018. It is important that we show our support for the committee, and one way to do this is through attendance at the mandate meeting. Please see Ian's piece in this bulletin for more information.

Last term, we made our collective voices heard

on changes to the Academic Administrator Appointments policy (AAA), also known as the Reedyk report, that the administration wanted to make. This is the policy which governs the appointment of senior administrators (Associate Deans and above) and includes the composition of the committees as well as procedures to be followed. As a result of faculty action, the AAA policy was sent to a committee, which produced a draft. This draft, with minor modifications, was passed by the Board in June, and so we have a new policy. While we did not get all that we wanted, by making our voices heard, we did get a fairer process, which improved the document, albeit that it still has flaws.

Another collective action that seems to have produced results was the reaction to the move by the Dean of Graduate studies and the Registrar's office to change the grade submission deadline for Graduate Courses. The grade submission deadline for Graduate Courses in the Fall term has typically been in early January, but the Dean and Registrar tried to make it the same as the undergraduate submission deadline in



Peter Danziger, President

December. We made our voices heard and as a result the grade submission deadline remains the same.

A current issue where it is important to make our voices heard is with the changes to Policy 118, the SRC Integrity policy. This is a very important policy as it defines what academic integrity is, and how breaches of that integrity will be dealt with. In June 2015, this policy was brought to Senate and changed with no consultation or prior notice. At the time, Senate and the RFA were told that this had to be done in haste as the old policy contravened the tri-council guidelines and had to be updated, and that if there were any issues they would be dealt with without question.

As part of this change, the word "deliberate" was removed from the definition of academic misconduct. This means that inadvertent errors are now actionable under the policy. In addition, should someone

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Important Dates

RFA General Meeting

December 5, 2017
International Room, ILC

* * *

RFA Season/Holiday Party

December 5, 2017
Oakham House

* * *

General Membership Negotiating Mandate Meeting

March 1, 2018

* * *

President's Appreciation Reception

March 7, 2018
Courtyard by Marriott

* * *

RFA General Meeting

May 2, 2018
International Room, ILC

Retirees

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

- ◆ Ophelia Cheung - *Library*
- ◆ Karen Duplisea - *School of Performance*
- ◆ Lucina Fraser - *Library*
- ◆ Peter Lawrence - *Mathematics*
- ◆ Anastase Mastoras - *Computer Science*
- ◆ Agnes Meinhard - *HR & Organizational Behaviour*
- ◆ Annick Mitchell - *Interior Design*
- ◆ Gloria Roberts-Fiati - *Early Childhood Studies*
- ◆ Bozena Todorow - *Mathematics*
- ◆ Vappu Tyyska - *Sociology*
- ◆ Richard Wade - *Hospitality & Tourism*

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.

Message from the President...

under your supervision make an error (deliberate or otherwise) you could be held responsible. Understandably, the RFA is very concerned about this change, which materially affects the policy. This makes the policy punitive and arbitrary.

Recently, a committee has begun to consider changes to this very important policy. They have asked for input and have set up an email address (srcintegrity@ryerson.ca) and a feedback form. We have been assured that input sent through the feedback form will be anonymous.

I would encourage you to express your concern about this change. You can do this through the feedback form (which can be found at <http://www.ryerson.ca/research/policy118review/>), or write to the email address (srcintegrity@ryerson.ca). A simple message, such as: *Please reinstate the word deliberate in the definition of academic misconduct*, would suffice.

As I have said before, Ryerson has grown enormously in the last few years, resulting in us running at full capacity and sometimes beyond. To give some idea of the scale of this growth, according to the University Planning Office website in the 2001/2 academic year, Ryerson had 13,601 FTE (Full Time Equivalent) undergraduate students. According to numbers submitted by Ryerson to Statistics Canada, in the 2016/17 academic year there were 37,643 FTE students, an increase of 277%. On the other hand, in 2001/2 there were 537 faculty members, whereas in 2016/17 there were 834, an increase of 155%. In addition, in 2001 there were virtually no graduate programs, whereas in 2016 we had over 2,100 FTE graduate students, including more than 450 PhD students. Other Ontario universities have not grown at the same rate. Not surprisingly, as a result we now have the highest student to faculty ratios in the province, 45.1:1, the provincial average from the Statscan data is 34.5:1.

While the administration tries to construe this as a success story, we see the results of this unconstrained growth all around us. Classes expanding seemingly without limit, no space for faculty, rooms booked to capacity, with timetabling informing us that we are operating at near capacity and seriously curtailing accommodations for special requests such as childcare. But it also appears in other more subtle ways such as lack of time and space for faculty to take care of our students, to make that all important connection, lack of time and space to fulfill our commitments with respect to collegial governance and lack of time and space for our SRC. It is worth noting that in the same period the appointment of new administrators and administrative offices has ballooned.

The new Ontario Government funding formula for universities announced last year does not provide funding for further growth of this kind. Whereas the old model funded unlimited growth – if you bring them in we will fund them – the new model sees a return to corridor based funding with strict quotas for each university, within a 3% corridor. These quotas are based on our 2016 intake numbers and we have been growing so fast that even if we grow no more, we are expected to exceed the 3% margin since our intakes in the previous four years have been so large.

Another plank of the Government's new funding formula consists of the Strategic Mandate Agreements (SMAs). These are agreements that each university in the province makes with the government setting the future direction of the institution. In their latest incarnation, these are little more than a set of metrics and targets. There is concern that there has been little or no consultation in the process of negotiating these agreements with the Government. Our colleagues at other universities have had similar concerns about the lack of substantive consultations and these concerns have been communicated through OCUFA to the government.

As you no doubt know, College faculty represented by OPSEU have been on strike since October 16th. The RFA sent a letter to the employer and the government expressing our support for OPSEU and asking that the employer return to the bargaining table immediately. We have also sent donations to striking OPSEU members at George Brown and Centennial College. These two Colleges were chosen because of their relationship with Ryerson through the Collaborative Nursing Program.

I encourage you to show your support for our striking OPSEU colleagues. Many of the issues in their bargaining are also playing out on our campus. Two major issues over which they are striking are the use of sessional and part-time faculty and for a stronger voice in academic decision-making. While we have far better provisions, Collegial Governance remains an issue here at Ryerson. Also, the use of sessional (CUPE) and temporary instructors at Ryerson remain at all time highs. The RFA estimates that over 60% of all courses at Ryerson are taught by sessional or LTF instructors.

Finally, I would once again like to thank all those who give of their time to serve our organisation. It is our organisation and we all benefit through your participation.

Report from the Vice President, Internal - Kileen Tucker Scott

For those of you who continue to serve on Reps Council and the Chairs and Directors Council, thank you for your ongoing service to the Association and your colleagues. For those who have recently joined either of our Councils - and we have a number of new members - thank you, and welcome.

The purpose of the Chairs and Directors Council is to help support our members who have responsibilities as academic leaders under the terms of the Collective Agreement. These unique roles are ones that focus on the academic leadership - not management - of schools and departments across the University. The RFA continuously works with the Administration to help clarify the nuances of these roles so that our chairs and directors can concentrate on all that academic leadership entails.

As a formal body of the RFA and representative voice of our membership, Reps Council is a regular forum for the discussion of issues and concerns that impact our academic and professional work life at the University. Council meetings are open to all members of the Association, however, it is the peer-elected representatives from each school and department who have voting rights.

One of the many advantages of having an active Reps Council is our ability to promote communication and mobilize our membership to address specific issues that have significant impact on how we navigate our academic responsibilities. For example, last Spring, in response to a town hall held by the Administration of the University concerning the proposed AAA policy changes, well over a hundred of our members attended, speaking on behalf of themselves and their colleagues to ensure that the voice of the membership was heard. Even though the Executive meets regularly with the Administration to bring forward the Association's concerns, it is the strength of the collective voice that supports matters relating to the objects of the Association, and the experience of the Executive is that when that collective voice speaks out, the Administration is more apt to listen.

Over the past several months, an alarming number of Human Rights-based complaints have surfaced, related specifically to student grievances of discrimination. In the majority of cases currently under investigation, these complaints are submitted by students who have done poorly in an academic course, either as a result of plagiarism or failure to meet course objectives. It is the faculty who have the responsibility of maintaining the high standards of the academy, and it is our faculty whose academic integrity and professional reputation, in such cases, is assaulted. While the Association supports Human Rights principles and policy, there is a growing concern that frivolous complaints are not well vetted or managed, thus putting our members in untenable positions as they attempt to continue to apply rigorous academic standards. Unfortunately, when such claims of discrimination have come forward, the Administration's notification to our members of their right to RFA representation has been, at best, an afterthought.

RFA representation is the right of every member of the Association. The role of the RFA advocate is to ensure that members' rights under the terms of the Collective Agreement are upheld during any meetings with the Administration (or its delegates) where our members are either claimants, respondents or witness to a work-place related incident. The Association encourages our members to utilize the services of an RFA advocate when called to such a meeting. It is also the right of every member to consult with the RFA for advice at any time whenever a work-place issue arises. In my role as VP Internal, it is my responsibility to ensure that members have access to advocacy services so please do not hesitate to contact me if you have any questions or if any situation arises in which you are asked to participate in a work-related meeting with the Administration.

The strength of the Association is its membership. We are all members of the RFA. Thank you for your continued support.

Report from the Chair, Negotiating - Ian Sakinofsky

The by-election for the vacant position on the Negotiating Committee was completed on Friday October 27, 2017.

The Negotiating Committee is now at full strength, and the members of the Committee are: Brian Ceh (Geography and Environmental Studies), Cecile Farnum (Library), Donna Koller (Early Childhood Studies), Diane Pirner (Nursing) and Ian Sakinofsky (Human Resources and Organisational Behaviour, Chair).

The current 2015-2018 Collective Agreement between the RFA and the Ryerson Board of Governors expires on June 30 2018. As is the practice prior to the expiry of our Collective Agreements the RFA is shortly going to advise the Ryerson Administration of our intention to re-negotiate the Agreement.

The Negotiating Committee expects to commence bargaining with the Administration in early April 2018, with a view to reaching agreement some time before the June 30 2018 deadline. In accordance with the RFA Bylaw any agreement that is reached will need to be ratified by the RFA membership before it can come into force.

During the course of the Fall semester, members of the Negotiating Committee have conducted meetings with each and every School/Department at Ryerson. The last of these meetings is scheduled for Nov 22, 2017, so by the time of reading this newsletter almost all of these meetings will have been completed. This will be followed by a survey of the membership in January 2018 and a General Membership Negotiating Mandate Meeting on March 1, 2018.

Ryerson Has The Most Unfavourable Full Time Student - Full Time Faculty Ratio Amongst All Ontario Universities

And it is not even close.

This is an item of concern that has been raised consistently at almost all of the meetings conducted by the Negotiating Committee. In the face of constantly increasing student enrolment and a high, and growing higher, number of large classes, and a growing number of graduate students, faculty members have expressed alarm at the shortage of tenure-stream faculty. They are also perturbed by the increasing number of Limited Term Faculty, and a marked dependence on a growing number of Limited Contract Temporary Instructors (CUPE), along with inadequate provision of teaching support in the form of TA's/GA's.

Currently, the University is in violation of its contractual cap on the combined number of Limited Term Faculty and Limited Contract Temporary Instructor (CUPE) appointments. Despite months of urging by the Faculty Association, the Administration has failed to provide a plan to address the situation with the creation of additional tenure stream faculty positions, as is required by the Collective Agreement. The RFA has filed a grievance on this matter.

This concern over an inadequate tenure stream faculty complement, in the face of a large and growing student population, is openly validated by the accompanying table. This table contains the most recent (2017) enrollment and complement data released by Statistics Canada and the Ontario Ministry of Training Colleges and Universities.

Report from the Chair, Negotiating...

Ontario Universities 2016-17 Student-Faculty Ratios

Source: Statistics Canada, UCASS; Ministry of Training, Colleges and Universities

Institution	Students (Fiscal Full Time Equivalents)	Full Time Faculty*	Student - Faculty Ratio
Ryerson	37,643	834	45.1
Trent	8,355	195	42.8
McMaster	29,012	666	40.4
Queen's	26,342	642	39.4
Guelph	27,669	726	38.1
Brescia	1,358	36	37.7
UOIT	8,929	246	36.3
Wilfrid Laurier	17,662	510	34.6
York	46,757	1356	34.5
King's	3,172	93	34.1
Toronto	83,893	2349	32.8
Ottawa	37,388	1104	32.1
Windsor	14,813	468	31.7
Carleton	26,679	855	31.2
Waterloo	35,489	1173	30.3
Brock	16,966	561	30.2
Western	31,879	1014	29.4
OCADU	3,915	136	28.8
Nipissing	4,243	159	26.7
Lakehead	8,053	315	25.6
Huron	986	42	23.5
Algoma	1,205	53	22.7
Laurentian	8,079	360	22.4
St. Jerome's	585	33	17.7
Saint Paul	805	57	14.1
Provincial Average			34.5

**excludes: religious and military faculty paid according to scale different from lay staff; faculty on unpaid leave; visiting faculty; Deans and assistant, associate, vice-deans; Directors with responsibilities and salary equivalent to Deans and assistant, associate, vice-deans; Medical-Dental faculty.*

It is to be noted that the number of full time Ryerson faculty listed in the above table includes 62 Limited Term Faculty members. That number has actually increased to 71 in the 2017-2018 academic year.

The self-explanatory nature of the above table, can only call for pause to consider the priorities of Ryerson's senior administration. If there is indeed a hand on the wheel, what stars could it be using to navigate by?

Report from the Chair, Negotiating...

The Defence of Academic Standards

During the course of the Negotiating Committee's visits to each of the Schools/Departments the Committee members have frequently been asked to negotiate specific caps on class sizes and the provision of minimum levels of teaching assistance. Many faculty members feel that the quality of student education is being threatened by the current conditions.

On these occasions it has been pointed out to our colleagues in these departments that it is very challenging to negotiate requirements for individual courses at the bargaining table.

It has been put to these colleagues that the place(s) for establishing and protecting teaching quality standards for particular and respective courses is(are) the respective School/Department Councils, supported by their respective Curriculum Committees.

We should remember that it is at the School/Department Councils, supported by their respective Curriculum Committees, where appropriate class sizes and possible caps, as well as required/necessary levels of teaching support, for particular courses, can be discussed and determined.

It appears that there are several Schools/Departments at Ryerson where these discussions might fruitfully take place.

Report from the Chair, Professional Affairs - Rachel Berman

On Wednesday, October 25, as part of Social Justice week, The Professional Affairs Committee was pleased to co-host the roundtable discussion "*Words Matter: Freedom of Expression, Hate Speech, and Academic Freedom.*" Please see the report from the Chair of the Equity Committee, Tariq Amin-Kahn, for more detail.

On Tuesday, November 28 from 12-2, The Professional Affairs Committee will host a workshop entitled "*Fostering collegial and satisfying relationships in academia.*" This session will be facilitated by Dr. Jesmen Mendoza, clinical psychologist, Centre for Student Development and Counseling, and Vice Chair of the RFA Grievance Committee. Lunch will be provided and the session will be held in the International Living and Learning Centre's Paris/London room. Workshop description: Collegiality is a cornerstone of intellectual discourse and governance in academia. Fostering authentic, reciprocal, supportive and influential qualities in collegial relationships can not only benefit in better working environments, but in a greater sense of engagement and deep connection to your academic community. This workshop will explore the elements of satisfying collegial relationships, how to promote their development and how to navigate the differences, tensions and conflicts that naturally arise in academic settings.

The Professional Affairs committee adjudicates RFA scholarship submissions every year.

- 1) Two scholarships are awarded to full time students, and one scholarship is awarded to a part-time student. Please see the following link for more details about the award, eligibility, requirements, and scholarship applications: <http://www.rfanet.ca/scholarships/>
- 2) Two scholarships are awarded to Aboriginal students, one undergraduate student and one graduate student. Please see the following link for more details about the award, eligibility, requirements, and scholarship applications: <http://www.rfanet.ca/scholarships/>

Scholarship application deadline: November 15, 2017.

Report from the Chair, Grievance - Ron Babin

On a good day, Ryerson University can be a great place to work for those of us who are faculty members. Our role in the RFA is to ensure that the University treats all our members fairly so that we enjoy and are productively engaged at a great place to work.

Our Collective Agreement (CA) with Ryerson University defines how the University treats faculty members; processes defined in the CA such as hiring, tenure and promotion are part of our collegial governance structure. The role of the RFA Grievance officer (me) is to ensure that the University abides by the Collective Agreement. When the University ignores or breaks the Agreement, or interprets the Agreement in a way that is detrimental to one or any of our members (us), we "grieve" that. Here are a few examples:

- Ryerson University has grown dramatically in the last decade, in terms of enrolled students, physical space and financial strength. In comparison, Ryerson has not hired sufficient tenure stream faculty members. The University has hired short term contract teachers to fill the gap; Ryerson has (one of) the worst faculty/student ratios in Canada. More students at Ryerson are taught by part-time teachers than at almost any other Canadian university. On behalf of our members, the RFA has filed a grievance on this matter, because our Collective Agreement requires that the tenure stream faculty members should make up about 70% of those who teach, although the CA does not address the number of students taught. We are demanding that the University hires now, and in the future, sufficient tenure stream faculty members to match the growth in our student population. New faculty hires won't necessarily help any of us individually, but will go a long way to making Ryerson a better University.
- We have seen a growing number of unfounded complaints against professors that are Human Rights based. The most common happens when a student claims discrimination or harassment in a grade appeal. The student can check-off one or more of 16 different reasons if she/he feels they she/he is harassed or discriminated against by a professor. In our experience, the Human Rights office then coldly informs the professor that she/he is being investigated for harassment or discrimination. Our professional integrity and reputation are in question while the claim is investigated and resolved, which can take quite some time. For many of us, this can be stressful and demeaning. Disgruntled students appealing poor grades may have nothing to lose, but we suffer when the claims are unfounded and the investigation is protracted. The RFA is pushing back on this issue. If you have experienced a situation like this, please contact me.
- The University is revising Senate Policy 118 regarding research integrity to align with federal government Tri-council requirements. This allows Ryerson to continue to receive funding from NSERC, SSHRC and CIHR, which many faculty members rely on for their research. The University has removed the word "deliberate" when the Policy describes plagiarism and other dishonest acts in research. Our view is that a faculty member can inadvertently and in error, make mistakes that are not deliberate and should not result in the harsh penalties. We are in discussions with the University to ensure that our members are treated fairly and are not accused or punished for a research error that is not "deliberate". We have successfully fought individual grievances for members on this issue and we will advocate for a revised Policy 118 that is fair to all of our faculty members.

Lastly, I would ask any RFA members to consider participating on the Grievance Committee. This role can be fulfilling and enlightening; you can see Ryerson at its best, and otherwise. When we do our Grievance job well, we make Ryerson a much better place to work for our colleague faculty members. Please contact me if you are interested in participating on the Grievance Committee.

Committee Members: *Susan Cody (Professional Communication), Corinne Hart (Nursing), Jesmen Mendoza (Counselling) and Jennifer Poole (Social Work)*

Report from the Chair, Equity Issues - Tariq Amin-Khan

The memorandum of understanding, also known as MOU#1, mandates the formation of the Standing Committee on Employment Equity composed of RFA colleagues and members of the administration. As part of MOU#1 discussion, a meeting with the administration was held last academic year with attention on gender pay equity – though the RFA also raised the issue of pay equity for racialized faculty. At this November's meeting, we will re-commence discussion with the administration on gender pay equity.

Another campus organization that has seen the participation of an Equity Committee colleague as the RFA representative is the Sexual Violence Education and Support Advisory Committee. For the past two years, Jenny Carson from History attended Committee meetings and has now decided to pass on the torch to another colleague. Kathryn Underwood from ECE will be the new RFA representative to this Committee. Jenny and Kathryn have had a longer involvement, along with other RFA colleagues, in providing input on Ryerson's initial version of the sexual assault policy.

As for Equity Committee's activities, the October 25 event during the Social Justice Week was a very well-attended discussion. The event was jointly organized by the Equity Committee and the Professional Affairs Committee of the RFA as a roundtable, *Words Matter: Freedom of Expression, Hate Speech and Academic Freedom*. The excellent panel of speakers for this event included Raven Davis, Naseem Mithoowani, and James Turk. Raven Davis is an Indigenous, Two-Spirit multidisciplinary artist and activist from the Anishinaabe (Ojibwa) Nation in Manitoba. Her work spans painting, performance, traditional song/dance, design, poetry and short film. Davis blends narratives of colonization, race and gender justice. Naseem Mithoowani is a Toronto-based lawyer and activist who, as a law student at Osgoode Law School, was part of a group that launched human rights complaints against a series of *Maclean's* articles demonizing Muslims and Islam. She was also counsel for Zunera Ishaq, a Muslim woman who challenged a ban on facial coverings at citizenship oath ceremonies. James Turk is distinguished visiting professor in the Faculty of Communication & Design's School of Journalism, and Director of the Centre for Free Expression.

A spirited discussion followed the presentations which clearly showed that when it comes to placing limits on free speech to block out speech-induced harm, real fissures emerge around what qualifies as harmful and hurtful speech – between those part of the dominant community and people who feel the pain and are harmed by such speech acts. Many participants at the event felt the need for a much larger discussion on whether free speech should have limits. Under Canadian law, there are already limits placed on speech that is deemed to espouse or promote hate, but the bar for hate speech is set so high that speech which creates harm is rarely recognized as such. The problem with ignoring hate speech is that it not only plays on the vulnerabilities of people at the receiving end, it actually deprives them of the right not to be harmed.

In this post-truth world, as the right of freedom of expression becomes a license to espouse hate, universities will increasingly face situations where they will not be able to deny speakers – known for their harmful and effacing messaging – space on campuses in fear of being attacked for promoting censorship. However, this challenge faced by universities in Canada is far more serious south of the border. In the US, this challenge to universities has deeply worried thoughtful academics. As a result, the American Association of University Professors (AAUP) has issued a call for proposals for a conference in June 2018 that will examine whether limits can be set on free speech at campuses across the US – this in a country that considers free speech as an absolute right. Here is the link to the CFP: https://www.aaup.org/CFP2018?link_id=1&can_id=a5c7ce41245f3ca7b7943878b48769b8&source=email-call-for-proposals-on-free-speech&email_referrer=email_252634&email_subject=call-for-proposals-on-free-speech

Committee Members: *Jennifer Burwell (English), Jenny Carson (History), Laurie Petrou (RFA) and Kathryn Underwood (Early Childhood Studies)*

Report from the Health & Safety Officer - Habiba Bougherara

I would like to take this opportunity to wish you a wonderful start to the new academic year and to share with you some updates on occupational health and safety, and security

1. Updates from Ryerson's Integrated Risk Management (IRM)

Restructuring of IRM: Environmental Health and Safety (EHS) has moved out of Integrated Risk Management and joined the Facilities Management and Development department (FMD) with a dotted line reporting to Human Resources (HR). The idea behind this organizational change is to make EHS work more efficient and to align it with the goals of FMD and HR. EHS new location is 415 Yonge Street. Geeta Sharma is now Director, environmental health and safety. For more information, go to <http://www.ryerson.ca/facilities-management-development/environmental-health-safety/>

New Executive Director for IRM: As you may know the former IRM director Julia Lewis retired on February 2017. The search for the new Executive Director is ongoing. RFA considers the safety and security of its members to be paramount, as such, we made sure to have Dr. Jesmen Mendoza as a member on the search committee for this new executive director to better represent our members' interests/concerns from a safety and security perspective.

2. Updates on Security

A summary of some updates from the administration on security matters/initiatives is provided below:

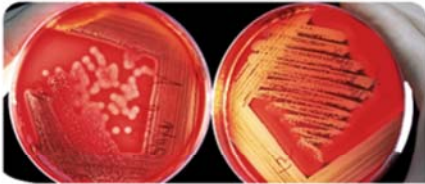
- a new digital radio system for both security and facilities that will upgrade old technology and enhance performance and reception across campus will be procured,
- a redesigned website which will include updated content, additional information, and easier access and navigation,
- a new Emergency procedures poster that will be placed in every classroom,
- a redesign of the "Dial 80" stickers for distribution across campus for all campus phones,
- additional patrol staff will be added to each shift for this academic year.

3. H&S Awareness course on D2L

The Mandatory eLearning course is now available on your D2L Brightspace link. Faculty members are required to complete some basic online learning to ensure compliance with public legislation and internal policies. To access this course, you need to log in with your username and password to my.ryerson.ca portal and click on your courses in D2L Brightspace link. In addition to the [Mandatory eLearning course](#), other learning courses including: Biosafety Awareness, Chemical Safety & WHMIS, Compressed Gases Safety Awareness, Laser Safety Awareness, Machine Safety Awareness, Office Ergonomics, EHS Awareness for Students in Externals in an external placement, Personal Protective Equipment are displaced under your course list as shown in the photos below.

Report from the Health & Safety Officer...

My Courses ▾



Biosafety Awareness at Ryerson University



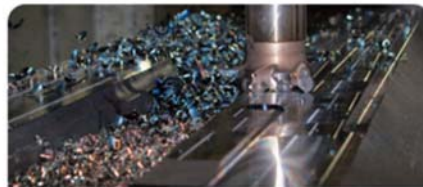
Chemical Safety & WHMIS at Ryerson University



Compressed Gases Safety Awareness at Ryerson University



Laser Safety Awareness at Ryerson University



Machine Safety Awareness at Ryerson University



Mandatory eLearning



Office Ergonomics - Aches, Pains and Office Strains



EHS Awareness for Students in an external placement



Personal Protective Equipment at Ryerson University

Memoriam

Dr. Richard Michon

On October 7th of this year, we lost a colleague and member of the TRSM family, Richard Michon. After joining Ryerson and the School of Retail Management in 2003, Richard recently served as Interim Chair in the Department of Marketing before becoming Academic Director of the Centre for Voluntary Sector Studies. His research and teaching interests included business intelligence, data mining, donor behaviour, retail atmospherics and fashion - subjects that offer a brief glimpse into the personality that made the man. With a buttoned down approach to quantitative modelling yet subtle sense of fashion that always included colour-coordinated eye wear and accessories, Richard was an RMC-trained military officer turned business consultant and PhD with an inner-artist who studied french literature and drove a Mini Clubman. He made the type of impact that leads returning alumni to consistently ask "How's Michon?", in a tone that is uniquely informal and full of respect. A family man, a teacher, a mentor and a friend are just some of the ways that Dr. Richard Michon will be remembered and missed.

Shared by Professor Sean Sedlezky



Dennis Milton

When I joined the School of Graphic Communications Management (GCM) Dennis Milton was the one who took me under his wing. He was an outstanding teacher respected by all, a gifted artist and humanitarian. He designed the original Ryerson crest, used his beautiful script to embellish Ryerson diplomas and degrees and painted wonderful watercolors that were used by the school to thank donors. He tragically lost his wife to cancer shortly after retirement and generously donated his time to the Cancer Society well into his nineties. He was a gentle, modest man and only a few of us ever learned that he was a decorated member of the "Desert Rats" in the North African campaign against Rommel in WW2. He will be missed.

Shared by Professor Emeritus, Ryburn Goodyear

Denis Milton was a wonderful Professor who maintained a genuine interest in the learning process and education of all students in the Graphic Arts Management program at Ryerson. He took pride in his profession and was approachable when discussing everything from graphic design to printing processes. His lectures and lab sessions were filled with real-world examples and interesting applications for a wide variety of topics. The stories he told captured our interest and often included his modest sense of humour and clever wit. Denis modelled a friendly disposition and positive attitude in every encounter. In the hallways of Kerr Hall we referred to him as uncle Milty but in person, we addressed him as Mr. Milton. Denis was a great man who will be remembered as a caring and kind person who went out of his way to help others.

Shared by Professor Chris Kular

New Faculty Members - We extend a warm welcome to our new colleagues:

Faculty of Communication and Design

William Michael Carter - *Creative Industries*
 Nicole Wendy Forrester - *RTA*
 Jane Griffith - *Professional Communication*
 Randolph Jordan - *Image Arts*
 Nanhee Kim - *Fashion*
 Dimitrios Latsis - *Image Arts*
 Brigitte Luzar - *Interior Design*
 Karla McManus - *Image Arts*
 Lorena Escandón - *Creative Industries*
 Kenn Scott - *RTA*
 Tanya White - *Fashion*
 Shai Yeshayahu - *Interior Design*

Faculty of Arts

Nazanin Behzadan - *Economics*
 Wendy Burton - *Geography & Environmental Studies*
 Stephanie Ehret - *Criminology*
 Sonya Fatah - *Journalism*
 Naomi Hamer - *English*
 Doosoo Kim - *Economics*
 Lauren Kirshner - *English*
 Antoine Panaïoti - *Philosophy*
 Shiri Pasternak - *Criminology*
 Christopher Wellen - *Geography & Environmental Studies*
 Katherine Zubovich - *History*

Faculty of Science

Marc J. Adler - *Chemistry & Biology*
 Manar Alalfi - *Computer Science*
 Lydia Chen - *Chemistry & Biology*
 Niushan Gao - *Mathematics*
 Gagan Gupta - *Chemistry & Biology*
 Michael Olson - *Chemistry & Biology*
 Alexey Rubtsov - *Mathematics*

Counselling

Immaculate Antony - *Counsellor*

Faculty of Engineering & Architectural Science

Bilal Farooq - *Civil Engineering*
 Saber Moradi - *Civil Engineering*
 Larissa Schudlo - *Electrical & Computer Engineering*
 Dafna Sussman - *Electrical & Computer Engineering*

Faculty of Community Services

Beverly-Jean Daniel - *Child & Youth Care*
 Johanne Jean-Pierre - *Child & Youth Care*
 Melissa Moos - *Occupational Health & Safety*

Faculty of Ted Rogers School of Management

Bamidele Adekunle - *Global Management Studies*
 Michael Baumtrog - *Law & Business*
 Brenda Brazier - *Accounting & Finance*
 Ann Dulhanty - *Entrepreneurship & Strategy*
 Tom Griffin - *Hospitality & Tourism*
 Michael Halinski - *Human Resources & Organizational Behaviour*
 Patricia Hania - *Law & Business*
 Mohamed Hefny - *Information Technology Management*
 Ana-Maria Herman - *Information Technology Management*
 Dror Hermel - *Global Management Studies*
 Yoontae Jeon - *Accounting & Finance*
 Kenneth Kalu - *Global Management Studies*
 Abbas Keramati - *Information Technology Management*
 Morteza Zihayat Kermani - *Information Technology Management*
 Lurana Kruchten - *Entrepreneurship & Strategy*
 Bradley MacMaster - *Accounting & Finance*
 Upal Nath - *Information Technology Management*
 Oliver Okafor - *Accounting & Finance*
 Debashish Roy - *Information Technology Management*
 Youngme Seo - *Real Estate Management*
 Romi-Lee Sevel - *Accounting & Finance*
 Dogan Tirtiroglu - *Real Estate Management*

The RFA Executive for 2017/18 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	Rachel Berman
Chair, Equity Issues	Tariq Amin-Khan
Health & Safety Officer	Habiba Bougherara
Members At Large (2)	Amina Jamal
	Anthony Francescucci

RFA General Meeting

Tuesday, December 5, 2017, 12 (noon) - 2:00 p.m.
International Room, ILC

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RFA Mandate Meeting

Thursday, March 1, 2018, 12 (noon) - 2:00 p.m.
International Room, ILC

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 - 2017/2018

Accounting	<i>Vacant</i>	ITM	1. <i>Vacant</i>
Aerospace Engineering	Seyed M. Hashemi		2. <i>Vacant</i>
Architectural Science	1. Umberto Berardi	Interior Design	<i>Vacant</i>
	2. June Komisar	Journalism	Marsha Barber
Chemical Engineering	Chil-Hung Cheng	Languages, Literature & Culture	Jamin Pelkey
Chemistry & Biology	1. Joe McPhee	Law & Business	<i>Vacant</i>
	2. <i>Vacant</i>	Library	1. Alison Skyrme
Child & Youth Care	<i>Vacant</i>		2. Sally Wilson
Civil Engineering	1. <i>Vacant</i>	Marketing	Hamed Mehrabi
	2. <i>Vacant</i>	Mathematics	1. Chris Grandison
Computer Science	Joshua Panar		2. Kathleen Wilkie
Counselling	Ruth Frolic	Mechanical & Industrial	1. Saman Amin
Creative Industries	Jeremy Shtern	Engineering	2. Ahmad Varvani
Criminology	Dan Horner		3. <i>Vacant</i>
Disability Studies	Eliza Chandler	Midwifery	Nadya Burton
ECS	1. Angela Valeo	Nursing	1. Corinne Hart
	2. <i>Vacant</i>		2. Beth Swart
Economics	1. Tsobadral Galaabatar		3. <i>Vacant</i>
	2. Cathy Ning	Nutrition	Yvonne Yuan
Electrical Engineering	1. Vadim Geurkov	Occupational & Public Health	<i>Vacant</i>
	2. Lev Kirischian	Philosophy	1. Meredith Schwartz
	3. Kaamran Raahemfar	Physics	Alexandre Douplik
English	1. Jennifer Burwell	Politics	1. Mike McGregor
	2. Jonathan Rollins		2. Mitu Sengupta
Entrepreneurship & Strategy	<i>Vacant</i>	Professional Communication	<i>Vacant</i>
Fashion	Colleen Schindler-Lynch	Psychology	1. Eric Hehman
Finance	Lu Zhang		2. Maureen Reed
Geography & Environmental Studies	1. Stephen Swales	Real Estate	Murtaza Haider
	2. <i>Vacant</i>	Retail	David Lewis
Global Management Studies	Deborah De Lange	RTA	1. Charles Zamaria
Graphic Communications	Richard Adams		2. <i>Vacant</i>
Health Services	<i>Vacant</i>	Social Work	Susan Preston
History	John Morgan	Sociology	1. Nicole Neverson
Hospitality & Tourism	<i>Vacant</i>		2. Heather Rollwagen
Human Resources	Rupa Banerjee	School of Performance	Pavlo Bosyy
Image Arts	1. Gerda Cammaer	Urban & Regional Planning	<i>Vacant</i>
	2. Dave Kemp		