

## The Newsletter of Ryerson Faculty Association

Spring 2018 Vol. 32 No. 2

### Message From the President

Dear Colleagues,

As I write this, my last report as RFA President, I would like to thank all of those (too numerous to mention) who have given their time and effort in supporting both me and the organization through the years.

We are currently starting bargaining and I know how much effort that takes. I would like to thank the Bargaining committee, Brian Ceh, Cecile Farnum, Donna Koller, Diane Pirner, and the Chair, Ian Sakinofsky, for their hard work and dedication as they engage with this important task. Please see Ian's report for more details on bargaining.

Ryerson has now signed the Strategic Mandate Agreement (SMA) for 2017-2020 and it is available on the Ryerson website. As I have explained before, these agreements contain metrics and targets that will no doubt come to have more and more effect on our day-to-day activities as

time goes by. The SMAs are tied to the new funding formula, which was introduced last year. This model sees a return to funding corridors, with an assigned number of graduate and undergraduate student spots, within a 3% band. Ryerson has already cut its intake of students this year to avoid going over the top of the corridor in the future.

In March, Senate approved the creation of a new Faculty of Law and a search for the first Dean will take place next year, with faculty hiring likely starting the year after. The Ryerson Feasibility Committee recommended the establishment of a Faculty of law, subject to two conditions:

*“(i) appropriate and adequate funding from the Province; and (ii) assurances from the Provost that it would not negatively impact the resources of all of the university’s current Faculties, Schools and Departments.”* However, there is



*Peter Danziger, President*

currently no government funding for the law Faculty. The SMA states: *“While the ministry acknowledges the aspirations of Ryerson University in this regard, at this time the ministry will not support a new Law School in Ontario for operating funding consideration.”*

When queried, the Administration says that they hope to get funding in the 2020 SMA, when it really matters, or if funding is not forthcoming that they will raise the tuition for incoming Law students to compensate. With these important caveats understood, we should hope that all goes well in the establishment of the new Law school.

Cont'd on Page 3 ...

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### Important Dates

#### RFA General Meeting

May 2, 2018

ILC, International Room

\* \* \*

#### RFA Season Opener

September, 2018

Location: TBA

\* \* \*

#### RFA General Meeting

December 4, 2018

International Room, ILC

\* \* \*

#### RFA Season/Holiday Party

December 4, 2018

Oakham House

### David Mason - New Executive

Dave Mason is returning to the RFA Executive as the VP, External in May of 2018. Dave was previously President of the RFA from 2005-2009, Treasurer from 2003-2005, and a Departmental Representative in the 1980s.

Dr. Mason joined Ryerson as an RFA member in 1981 in the Department of Mathematics, Physics and Computer Science. Prior to that, Dave was in industry including being president of a small consulting company. Dave teaches in both the graduate and undergraduate programs in the School of Computer Science and has supervised a half dozen Master's students.

Dave completed a Doctorate in Computer Science at Waterloo, graduating in 2002. Having previously held NSERC Discovery Grants until serving as RFA President, Dave is attempting to gain funding for research in programming environments for everyone, and programming language and compilers.

### Jesmen Mendoza - New Executive

Jesmen Mendoza will be joining the executive as the Chair of the Grievance Committee in May of 2018. He has served as a member of the Grievance Committee for the past eight years, and prior to that served as the RFA rep for his department. Throughout those years, he has acted as an alternate grievance officer and been invited to speak and deliver workshops on grievance related matters to the Ontario Council on University Faculty Associations.

Dr. Mendoza joined Ryerson as an RFA member in 2008 in the Centre for Student Development and Counselling where he provides psychotherapy to students in an individual and group format and training to psychology practicum students. Prior to Ryerson, he provided service in a number of social service and criminal justice settings and applies an integrated, inclusive and positive psychology approach to all of the clinical work he delivers. Jesmen completed his Doctorate at OISE/University of Toronto in Counselling Psychology and is registered with the College of Psychologists of Ontario in Clinical, Counselling and Forensic Psychology. He is excited to be joining the executive and is looking forward to working more widely with the RFA membership.

### 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](mailto:rfa@ryerson.ca)

We wish to keep you informed!

Thank you.

## From the President....

As I write this, CUPE 3903 representing sessional instructors and TAs at York are in the throes of a damaging strike, with the administration trying a forced ratification, the same hardline tactic tried by the colleges in the Fall. The issues are similar, the use - indeed overuse - of sessional, part time and temporary workers in the academic sector. Ryerson is no exception in this regard. As I have reported before, Ryerson has exploded in terms of the number of students, yet faculty numbers have not kept pace. In recent years, the administration has approved a large number of Limited term (LTF) positions, rather than the permanent positions that we need. The result is that we have the worst student to faculty ratio in the province, 43:1 according to the University UPO officially reported figures, 45:1 according to StatsCan. York is sitting around 34:1 and U of T (without medical) is around 33:1 according to the same StatsCan data. See the RFA website for a detailed breakdown. We clearly need a serious readjustment in terms of faculty numbers.

This year on the Executive, we have Dave Mason returning, this time as Vice President External, taking over from Rahul Sapra who will be going on to become the new president of our Ontario body, OCUFA. Thanks to Dave and Rahul for their service. I would also like to thank Jesmen Mendoza, one of our Counselors, who will be taking over the Grievance officer position. I would also like to give particular thanks to Ron Babin who is taking over from me as president of the RFA in May. I know that our organization is in good hands.

Finally, in closing I would like to express my appreciation of the RFA staff, our office manager Agnes Paje and her assistant Stacy Stanley, our director of labour relations, Andre Foucault and the latest addition in labour relations Shiraz Vally. All of these individuals have been invaluable in making my time as president a success.

## Report from the Chair, Grievance - Ron Babin

In my last four years as grievance officer I have never experienced such a large number of grievances as we are currently managing. At this time, we have approximately 16 grievances in various stages of discussion with the University. Many are related to disciplinary actions taken by the University against a faculty member and the substance of our grievances are that 1) the discipline is unfair or disproportionate to the evidence, and 2) the member is entitled to a fair, objective and unbiased process. If you find yourself in a situation that may result in a discipline, the RFA can help you; you should contact us.

At the RFA Annual General Meeting on May 2<sup>nd</sup>, Jesmen Mendoza will become the RFA Grievance Chair and I am delighted to continue to work with him on this file. At the same time, Peter Danziger will finish his second term as RFA President and will take a well-deserved rest from the RFA executive. My term as President will begin that day.

As the incoming President, I am beginning to understand how Ryerson conducts its financial affairs. In the last two months, the entire Ryerson community was invited to review the 2018-19 budget during town hall sessions. The budget overview was delivered in a 45 minute slide presentation. University executives will present the budget for approval at Ryerson's Board of Governors meeting in April.

What is clear from the budget presentation is that Ryerson's finances are well managed, in fact, the audited financial statements of the last several years show an average of about a 6% annual surplus. What is not clear is where the surplus funds are allocated. This is important for two reasons, as we enter collective bargaining for a new RFA contract. First, Ryerson has an overwhelming need to hire full-time tenure stream faculty members (which is the subject of a grievance #2017-07). Second, Ryerson must recognize that Toronto has the highest cost of living in Ontario and our professors must be paid accordingly. As I write this note, our collective bargaining begins. We will monitor and report regularly as to how we are progressing on these and other important contract items. Undoubtedly, the new contract is the most important priority for the new RFA executive committee.

## Report from Chair, Negotiating - Ian Sakinofsky

At the time of writing, we have had just one bargaining session with the Administration. First sessions are often a case of two ships passing each other in the night, and it is only later that they establish each other's bearings.

Nonetheless, the first session does set a tone.

As we were mandated to do, the RFA Negotiating Committee has approached this round of bargaining with the intent to secure for our members a collegial environment, and the appropriate resources that are necessary to maintain the scholarly and educational standards to which our members, and presumably the Administration, aspire. As such, our proposals are centred around the quality of working and learning at Ryerson, along with terms of employment for RFA members that are comparable with those of other Ontario universities.

During our preparation for bargaining and in the course of our consultation with members, we identified the following contextual factors, which we have been mandated to address in negotiations:

- Ryerson is understaffed with an extraordinarily high full-time student to full-time faculty ratio, and is well over capacity;
- Faculty salaries are lagging other Ontario universities in real terms, notwithstanding Toronto's relatively higher cost of living;
- Facilities are inadequate and not well maintained
- Class sizes are too big, and there is an absence of teaching support
- Faculty morale is low

As stated above, only one bargaining session has taken place, and by the time this document is read, several more will have occurred. However, at first blush it does not appear as if the Administration has come to the table armed to deal with any of the above issues, and has not expressed any awareness of them.

It should also be noted that in the recently completed series of 2018-19 budget consultation presentations with the Ryerson community, organised by the Administration, none of the above issues were even alluded to.

### Initial Impression

Amongst the Administration's opening proposals are several that have already been raised with RFA representatives by the Provost. The RFA representatives did not find them well advised from the perspective of collegial governance, and told him so. Care should be taken that our negotiations are not reduced to negotiating for the whims and wills of a newly arrived Provost.

On the subject of collegial governance, within the last year or two the Administration has increasingly purported to foster and encourage the exercise of 'leadership' at various administrative and academic levels within Ryerson. This embrace of 'leadership' is presented by the Administration as being a vehicle for democratic and faculty-oriented decision making. However, the use of 'leadership' might well be seen as a proxy for a form of managerialism. Sometimes this strategy has been described as "leaderism", which is a very transparent method of seeking to further non-collegial processes.

The Administration's increasing 'Dilbert-like' misuse of the term 'leadership' is cynical in its very transparency. A university is at least one place where we thought we could expect a more sophisticated understanding of such concepts, both in theory and practice.

It appears that during this round of negotiations the Administration intends to continue to promote their particular leaderist brand of 'leadership'. This is evident from proposals that would reduce faculty authority and enhance administrative reach.

### RFA Salaries

During the course of the RFA's recent consultations, the subject of RFA salaries was raised by members, with greater fervor than salary discussions ever have since the salary adjustments that were awarded by an arbitrator in 2003. An analysis of Ryerson's salary data reveals why this is so.

## Report from Chair, Negotiating...

Putting it succinctly:

Ryerson is spending less on faculty salaries than other universities. More on non-faculty salaries. Pay levels are lower. Faculty complement level is low.

### ***Bucking the Provincial Trend***

According to data obtained from Statistics Canada and the Ontario Ministry of Training Colleges and Universities, during the period 2007 -2016 expenditure on non-faculty salaries at Ryerson grew by an Ontario sector high of 95%. The provincial average growth in non-faculty salaries during that period was 42%.

During the same period (2007-2016) student enrollment at an already swelling Ryerson grew by a further 50% to 36,252 students, while faculty complement grew by only 20%. In 2016, the 'full-time student to full-time faculty ratio' at Ryerson was the highest in Ontario at 44.4:1, before increasing to 45.1:1 in 2017.

Also, in 2016 Ryerson posted the lowest faculty-salary-per-student expenditure in Ontario of \$3291, against a provincial average of \$5,202 and \$4669 for comprehensive universities.

This all points to the fact that Ryerson employs fewer faculty members per enrolled student than other Ontario universities, and spends a smaller amount of its operating expenses on faculty salaries than other Ontario universities, while directing an expanding amount toward non-faculty salaries.

### ***Ryerson Salaries not Competitive***

Faculty at Ryerson are on average older than most Ontario universities, and this temporarily elevates mean salaries in relation to other universities. This is so even though entry level salaries are relatively low, both for tenure-stream and limited term faculty members.

Due to a lack of hiring, Ryerson also has relatively fewer junior faculty when compared to other Ontario universities and hence the salary distribution is also skewed towards more senior faculty – this too serves to artificially and temporarily elevate mean salaries in relation to other universities.

So, while the gross average salary paid at Ryerson does track the gross average of salaries at Ontario universities fairly closely, when the data is dissected in the above manner a less favourable picture emerges, and the gross Ryerson average salary is slightly below the Ontario gross average salary, and likely to slip further if current practices prevail.

### ***Toronto Cost of Living***

However, the above discussion does not take into account the fact that, due to the noticeably higher cost of living in Toronto, it is to be expected that average university salaries in Toronto would exceed those of the non-Toronto universities. While the average salaries of York University and the University of Toronto are somewhat in excess of the Ontario average, this is not true in the case of Ryerson, and is also not true in the case of OCAD. And in the case of all four universities, the relative purchasing power of faculty salaries suffers considerably due to the greater cost of living in Toronto when compared to the rest of the Province, and the country at large.

Thus, while all the Toronto universities should aspire to relatively higher salaries than non-Toronto universities than they currently receive, Ryerson is further behind than York and U of T.

The average faculty salary paid at Ryerson in 2016-17 was 5.25 % lower than the weighted average of the other three Toronto universities i.e., OCAD, York and Toronto. When controlled for age and rank, this shortfall becomes 7.09%.

### **Additional Items, that are Amongst Those Likely to be Raised in Bargaining**

In recent months, the RFA has posted a number of bargaining briefs on the RFA website. The purpose of these postings is give RFA members the opportunity to take notice of how Ryerson compares to other Ontario universities on certain of the items that we expect will be amongst those negotiated.

The topics that have been addressed in these bargaining briefs, which remain posted on the RFA website, are the following:

## Report from Chair, Negotiating...

Ryerson Lags on Parity between Faculty and Librarians

Ryerson Has the Most Unfavourable Student-Faculty Ratio Among All Ontario Universities

Ryerson Has Some Catching Up To Do With Respect To Early Retirement, Phased-Retirement and Reduced Workload

Financial Exigency, Program Redundancy, and Layoffs -There is no parity between RFA Counsellors and RFA Faculty

Ryerson's Post-Retirement Benefits Hovering at the Bottom of the Sector in Ontario

Ryerson's appointment process for Chairs/Directors is Far Less Participatory and Less Democratic than Other Ontario Universities

### The Integration of RFA Faculty, RFA Librarians and RFA Counsellors within the RFA Collective Agreement

At all other comparator universities where the membership of the respective faculty associations include Librarian and Counsellor members, as does Ryerson, the language of their respective collective agreements extends to these members the same protections as to faculty members. This is not the case at Ryerson, even though all three of faculty, librarians and counsellors are covered by the same Collective Agreement.

The integration of the contract language pertaining to RFA Librarians and to RFA Counsellors, within the Collective Agreement is an important objective of the RFA during this round of negotiations. The goal is for RFA Librarians and RFA Counsellors to be covered by the same disciplinary clauses and Financial Exigency and Layoff provisions as are RFA faculty members.

This is a matter that was raised extensively during the Negotiating Committee's consultation with the membership and is a central piece of the Negotiating Committee's mandate.

### The Weeks Ahead

The above discussion does not cover the full range of topics to be addressed at the bargaining table. However, it is intended to provide you (our membership) with some sense of the approach that is being taken by the Negotiating Committee.

I would like to acknowledge the ever-ready availability of the members of the Negotiating Committee in preparing for these negotiations, and for continuing to make themselves available for the time ahead. The Committee members are Brian Ceh (Geography), Cecile Farnum (Library), Donna Koller (Early Childhood Studies), Diane Pirner (Nursing), as well as Andre Foucault (RFA Executive Director) and Shiraz Vally (RFA Labour Relations Officer).

I would also like to acknowledge the ongoing involvement and support of RFA President, Peter Danziger.

## Report from Chair, Professional Affairs - Rachel Berman

The Professional Affairs Committee is pleased to announce the recipients of the 2017 RFA scholarships. The full-time award winners are Miller "Twoey" Hanna Gray and Cassandra Myers. One time special award winners include Emily Eymundson and Violet Rusu. The Aboriginal Student award submissions are adjudicated by the Aboriginal Services Committee and the award winners are Elena Abel and Michael Mihalicz. For further information about these awards and their requirements see: <http://www.rfanet.ca/scholarships/>

Calls for the Distinguished Service Award, the Career Achievement Award, and the Ryersonian of the Year award (the ROY) were sent out via email. Deadline-APRIL 2nd. See <http://www.rfanet.ca/awards/>

Professional Affairs Committee: *Rachel Berman, Chair, Jenn McArthur, Margareth Zanchetta and Jennifer Hubbard*

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

Members of the Equity Committee along with President Danziger and RFA's Labour Relations Officer, Shiraz Vally have continued to meet Ryerson's administration as part of the Joint Employment Equity Committee. The formation of this Committee is triggered by MOU#1 the intention of which is to address the gendered nature of the salary gap, among other issues affecting employment equity. This term, attention was on why so few women faculty members are full professors. The Committee has been discussing ways to encourage people who are eligible and qualified but not applying for the rank of full professor. However, because the RFA and the administration are about to commence bargaining, these discussions have been put on hold until the conclusion of negotiations.

Much of the time this term has been spent organizing a panel that was held on International Women's Day (IWD) in conjunction with Ryerson's Human Rights Services and the Office of Sexual Violence Support and Education. The panel entitled, *Inequity, Power and Sexual Violence: Where #MeToo Intersects with Systemic Inequality* was held on March 8, 2018 at Ryerson University as part of IWD events.

The Equity Committee recruited the speakers and moderators who included:

- Kiké Roach, The Unifor Sam Gindin Chair of Social Justice and Democracy, Ryerson University (moderator)
- Peggy Nash, Distinguished Visiting Professor, Arts and Community Services, Ryerson University and former NDP member of Parliament
- Duana Taha, Canadian Television Writer, Author of *The Name Therapist*
- Leizl Yance, Vice President Internal of the Continuing Education Students Association of Ryerson (CESAR), Ryerson University
- Yamikani Msosa, Office of Sexual Violence and Support and Education, Ryerson University

The panelists addressed the following questions that were generated by the RFA Equity Committee:

1. What experiences have you had addressing sexual harassment/violence in spaces where you have worked or studied? What strategies have you found effective? What challenges have you faced?
2. What are the systemic issues of power that impact on sexual violence?
3. What is the role/responsibility of the confidante, ally, or witness to sexual violence/harassment in supporting survivors?
4. Are we at a turning point with the #MeToo Movement? Where do you see things going in the future?

The panel was well attended, in particular by students and staff, and elicited a lively and important conversation about sexual violence and the #MeToo movement. The collaboration with Human Rights Services was fruitful and the event was considerably successful.

Members of the Equity Committee were involved with other concerned colleagues at Ryerson in writing a letter to Dr. Marie Bountrogianni, Dean, The Chang School of Continuing Education on the recently established Training Program for Officers of the Toronto Police Service:

- The Equity Committee considered a request from a group of concerned RFA faculty and others about the creation of a pilot project to conduct training on police bias at the Chang School, in particular on the equity implications of such a program. After discussing the concerns with the group, and the RFA Executive, the Equity Committee endorsed the letter. (Those interested in viewing the letter may contact the RFA office.)

The Committee met on March 8 with President Danziger and incoming President Babin to discuss the Chang school police training program, future projects for the committee and the appointment of new members given the lack of volunteers/nominations. Colleagues will be appointed with the aim of diversifying representation among faculty.

As a member of the Equity Committee, Jenny Carson has been attending the Status of Women and Equity Committee meetings of the Ontario Coalition of University Faculty Associations (OCUFA), which meets once per semester. Topics discussed include: issues of pay equity in universities and the tensions between academic freedom and hate speech (with reference to the Jordon Peterson debate). We are now able to have a second member of the Equity Committee attend these meetings so that work on this Committee can be shared.

Jenny Carson has provided a major input in the preparation of this report.

Members: Tariq Amin-Khan, Jenny Carson, Laurie Petrou and Jennifer Burwell

## Report from the Health & Safety Officer - Habiba Bougherara

I would like to take this opportunity to share with you some updates on occupational health and safety.

### **Bed Bugs**

Facilities Management and Development (FDM) has been informed about the existence of Bed Bugs in the Victoria Building (VIC) and the Library Building (LIB). FDM has taken this issue very seriously, rooms have been investigated in several buildings across campus at community members' request, with visual inspections as well as K9 units. Bed bugs have been confirmed only in VIC-205 in a single desk which resulted in immediate treatment.

As a precautionary measure, all classrooms on the three first floors (1-3) of the VIC building have been steam treated. Updates on pest control for bed bugs were made available to the Ryerson community through FDM website:

<http://www.ryerson.ca/facilities-management-development/environmental-health-safety/>

Bed bugs are hitchhikers, If you see an insect in a class room and you think it may be a bed bug, please contact Facilities Help Desk at [fixit@ryerson.ca](mailto:fixit@ryerson.ca).

### **H&S issue stemming from Civil Engineering research lab**

There was a H&S issue due to the presence of various materials, used by the Civil Engineering research lab for research purposes, in the corridors of the engineering building (ENG). This issue, which was brought to our attention by a faculty member, is now resolved. The corridors are clear, and the materials are now safely stored.

### **Indoor Air Quality Concern at TRSM**

A concern was raised by a faculty member regarding the quality of the air in TRSM building, however, the severity of this concern and impacted areas were not known. FDM was advised to routinely complete inspections of the Air Handling Units (AHUs) and there are no well known issues at TRSM. More information pertaining to this concern will be gathered and proper actions will be taken. An update will be provided in the next H&S report.

### **New initiative: Sharps Containers Pilot Project**

The Joint Health and Safety Committee (JHSC) has been updated on a 6-months' pilot project for sharps containers. The containers were installed consequent to used needles being found in some of the washrooms, flushed down the drain, and in the garbage cans posing a health risk for our front-line staff.

Prior to the pilot, the University completed:

- benchmarking with other Universities on the installation of sharp containers,
- training for high-risk employees who have frequently come into contact with sharps, and
- assessment of numerous containers for safety before selecting the current containers.

The frequency of use and frequency of replacement of the sharps containers in eighteen areas have been identified.

### **Bill 132 Sexual Harassment**

JHSC was updated on the activities that have been undertaken by the Human Resources (HR) team to address Bill 132. These activities include the following:

- review and amend the complaints process for sexual violence as it pertains to employees, including student placements and contractors,
- develop and update E-learning modules on Workplace Violence & Harassment, Accessibility for Ontarians with Disabilities (AODA), Freedom of Information and Protection of Privacy Act (FIPPA), and Sexual Violence,
- offer Face-to-Face training sessions with the executive teams and upper management by HR and the Office of Sexual Violence to supplement the e-learning modules.

### **H&S Awareness course on D2L**

Faculty members are required to complete some online learning to ensure compliance with public legislation and internal policies. The mandatory E-Learning modules are available in the D2L Brightspace. Please make sure to

*The RFA Congratulates the following Ryerson University Award Recipients*

**Sarwan Sahota Ryerson Distinguished Scholar Award**  
Farrokh Janabi-Sharifi - *Mechanical & Industrial Engineering*

**Collaborative Research Award**  
Catherine Beauchemin - *Physics*  
Anatoliy Gruzd - *Global Management Studies*

**Early Research Career Excellence Award**  
Umberto Berardi - *Architectural Science*  
Jamin Pelkey - *Languages, Literatures & Cultures*

**Knowledge Mobilization & Engagement Award**  
Marusya Bociurkiw - *RTA*

**Social Innovation & Action Research Award**  
Wendy Cukier - *Entrepreneurship & Strategy*

**President's Award of Teaching Excellence**  
Vincent Hui - *Architectural Science*

**Provost's Experimental Teaching Award**  
Linying Dong - *ITM*

**Alan Sheppard Equity, Diversity & Inclusion**  
Imogen Coe - *Faculty of Science*  
Anver Saloojee - *Ryerson International*

**Deans' SRC Awards**  
Harald Bauder - *Geography & Environmental Studies*  
Anthony Bonato - *Mathematics*  
Eric Hehman - *Psychology*  
Chun-Yip Hon - *Occupational & Public Health*  
Mark Lee - *Retail*  
Bruno Lessard - *Image Arts*  
Mehrab Mehrvar - *Chemical Engineering*  
Jamin Pelkey - *Languages, Literatures & Cultures*  
Janet Yamada - *Nursing*  
Hossein Zolfagharinia - *Global Management Studies*

**Librarian Awards**  
Brian Cameron - *Library and Archives*  
Sally Wilson - *Library and Archives*

**Chancellor's Award of Distinction**  
Dana Lee - *RTA*

**Deans' Teaching Awards**  
Donna Barnes - *Nutrition*  
Beck Choma - *Psychology*  
Sara Edge - *Geography & Environmental Studies*  
Elsayed Elbeshbishy - *Civil Engineering*  
Judy Healy - *Hospitality & Tourism*  
William Huggon - *Psychology*  
Julie Kellershohn - *Marketing*  
Adrian Ma - *Journalism*  
Joseph Recuperero - *RTA*  
Jasna Schwind - *Nursing*  
Steve Solomon - *Social Work*  
Oona St-Amant - *Nursing*  
Sharareh Taghipour - *Mechanical & Industrial Engineering*  
Melissa Toffanin - *Accounting & Finance*  
Jonathan Wong - *Graphic Communication Management*

**Deans' Service Awards**  
Tara Burke - *Psychology*  
Linying Dong - *ITM*  
Catherine Dowling - *Interior Design*  
Daniel Foucher - *Chemistry & Biology*

**Yeates School of Graduate Studies Outstanding Contribution to Graduate Education Award**  
Alagan Anpalagan - *Electrical & Computer Engineering*  
Rachel Berman - *Early Childhood Education*  
James Grafe - *Physics*  
Karen Milligan - *Psychology*  
Paul Moore - *Sociology*  
James Tiessen - *Health Services Management*  
Matthew Tiessen - *Professional Communication*

**Counsellor Award**  
Ruth Frolic - *Counsellor*

## RFA Scholarship Winners

We would like to congratulate all of the 2017 RFA Scholarship Winners:

**RFA Full-Time Scholarship Winners:**

- Miller “Twoey” Hanna Gray
- Cassandra Myers

**Special RFA Full-Time Scholarship Winners:**

- Emily Eymundson
- Violet Rusu

**RFA Aboriginal Scholarship Winners:**

- Elena Abel
- Michael Mihalicz

## Retirees

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

- ◆ Christopher Grandison - *Mathematics*
- ◆ John Morgan - *History*
- ◆ Bin Wu - *Electrical Engineering*

## Memoriam

Dana Lee - RTA

July 30, 1956 – March 2, 2018

Dana Lee passed away peacefully at Toronto's Sunnybrook Hospital Palliative Care Unit on March 2, 2018, in his 62nd year. He will be forever loved, cherished and missed by his wife, Lucy; his father, Murray; brother, Ian (Hilary); nephew, Eric; step-son, John (Chiara); grandson, Rio; extended family and friends and his extensive Ryerson family. Dana was predeceased by his mother, Eleanor (2016) and his aunt, Loreena (2017).

Dana was a beloved, award-winning Professor at Ryerson's RTA school of media. He lived his life to the end with grace, humour, strength and love.

Heartfelt thanks to the many angels who offered unconditional love and support throughout his journey.

In keeping with his lifelong spirit of giving, Dana has donated his body to science. A Celebration of Life will take place at Ryerson University, details to be announced via social media. In lieu of flowers, we ask that you please perform random acts of kindness.

Published in the Toronto Star on Mar. 4, 2018



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**

Wednesday, May 2, 2018, 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  
Produced by: Stacy Stanley and Agnes Paje