

The Newsletter of Ryerson Faculty Association

Fall 2014 Vol. 29 No. 1

Message From the President

Dear Colleagues,

As I take up my new position as President of our Association, I want to extend my heartfelt thanks and appreciation to Anver Saloojee, the outgoing President. His dedication and service over the four and a half years that he held this office were exemplary and I hope that I can serve as well as he did through the times ahead.

I would also like to thank the other members who are leaving the executive. Stepping down this year are Bozena Todorow (Treasurer), Jennifer Clarke (Chair of Equity) and Franklyn Prescod (VP External). I wish them all well and thank them for the excellent service and time that they have provided to the organization.

I would like to welcome the newcomers to the executive this year. Rahul Sapra joins us as VP External and Carmen Schifellite has

taken over as Treasurer. Also, rejoining the executive after a well earned break are Tariq Amin-Khan who is rejoining us as Chair of the Equity committee and Sophie Quigley, our former grievance officer, returning as Member at Large. Finally, we have Ian Sakinofsky who is replacing me as Chair of the RFA Negotiating Committee. Ian was Chair of Negotiating for the 2005 and 2008 rounds of bargaining. As this is a negotiating year, there will be big challenges ahead for him and his committee, I am sure we all wish them well in this important endeavor.

On that note, our contract expires June 2015 and we are headed into bargaining in the New Year. I would like to extend a special thanks to the members of the new Negotiating Committee, Rachel



Peter Danziger, President

Berman, Doreen Fumia, Diane Pirner and Jane Sprott. 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 and we expect to be holding the mandate meeting early in the New Year. It is important that we show our support for the committee, and one way to do this is through attendance at the mandate meeting.

Contents

<i>Important Dates</i>	2
<i>Retirees</i>	2
<i>RFA Scholarship Winners</i>	2
<i>President</i>	3
<i>VP Internal</i>	4
<i>Grievance</i>	4 - 6
<i>Negotiating</i>	7 - 8
<i>Equity</i>	8
<i>Health & Safety</i>	9
<i>Services</i>	10
<i>Promotion to Tenure</i>	10
<i>New Faculty</i>	12
<i>Memoriam</i>	13
<i>RFA Executives Committee Member/s</i>	14
<i>Reps' Council Members</i>	15

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Important Dates

RFA General Meeting

December 2, 2014
International Room, ILC

* * *

RFA Season/Holiday Party

December 2, 2014
Oakham House

* * *

RFA General Meeting

May 5, 2015
ILC, International Room

* * *

President's Appreciation Reception

March 19, 2015
Courtyard Marriott

* * *

Mandate Meeting

March 4, 2015
SCC - 115

Retirees

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

- ◆ Mike Burke - *Politics & Public Administration*
- ◆ Suanna Kelman - *Journalism*
- ◆ Jason Lassaline - *Aerospace Engineering*
- ◆ Lara Lessa - *Social Work*
- ◆ Jane Monro - *Law & Business*
- ◆ Wayne Pittendreigh - *Image Arts*

RFA Scholarship Winners

We would like to congratulate all of the 2014 RFA Scholarship Winners.

RFA Full-Time Scholarship Winners:

- ◆ Matthew Oxman
- ◆ Muna Ali

RFA Part-Time Scholarship Winner:

- ◆ Sharlin Akter

RFA Aboriginal Scholarship Winners:

- ◆ Real Carriere
- ◆ Natalie Lucas

RFA Maureen Sims Award for Social Justice:

- ◆ Aisha Bartholomew

RFA List Servs

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

We wish to keep you informed!

Thank you.

From the President...

Another important RFA committee is the Grievance Committee. Through their efforts we have scored a major victory in the "Counsellor" grievance. I want to recognise the hard work of the Grievance Committee and particularly that of Jason Lisi and Jesmen Mendoza who played an important part in this grievance. Details of this arbitration award can be found in the grievance report in this newsletter.

The University administration is entering a period of change. Sheldon Levy will be leaving next June after ten years as President of the University. The search committee for his successor has been struck and has been working. We await the announcement of his successor with interest. In addition, John Isbister, the former Vice Provost Faculty Affairs (VPFA) stepped down in July. He has been replaced on an interim basis by Saeed Zolfaghari. The committee to find a permanent replacement is meeting and hopefully an announcement will be coming soon. The President of the University is very important in setting the overall tone and direction of the institution, but on a day to day basis the person we deal with the most is the VPFA. As well as being the top internal level for the grievance process, the VPFA is the Chief Negotiator for the administration; whoever comes in will be thrust almost immediately into this role.

Since the last Faculty News Link, we have had the provincial election sparked by the defeat of the Liberal budget in the house. The subsequent Liberal victory means that Provincial policy for Universities will likely remain largely the same as it has been. Indeed, the same budget that caused the election was introduced and passed on July 24. The budget promised a 3% increase to University operating funding over the next 3 years. However, taking into account inflation and student enrollment growth, this will actually mean a decrease in funding of about 2.5%, by OCUFA estimates. OCUFA also points out that per student funding has been decreasing since 2008. A recent report from the Canadian Association of University Business Officers (CAUBO) indicates that Ontario's per-student provincial operating funding for 2012-13 was 35% less than the Canadian average.

Despite the election, the government has moved ahead with its Differentiation Agenda through the Strategic Mandate Agreements (SMA). Universities have been asked to identify their areas of specialty (differentiation) and future government funding will follow in these areas. Initially, it seems that Ryerson has been a winner in this process, with all of our unfunded graduate positions now being funded. However, it remains to be seen what is the price to be paid. In this document, the University has positioned itself as an "innovation University" and much emphasis is placed on the so-called *zones*. Nonetheless, the SMA states: "The Ministry acknowledges the University's autonomy with respect to its academic and internal resource allocation decisions...". So, much may depend on how future administrations interpret this document. The current SMA was approved last March and runs until 2017.

Alongside the SMA, we have had the development of the new Academic Plan, "Our Time to Lead", which was adopted by Senate at its June meeting. The plan identifies three "commitments": *Commitment to Excellence*, *Commitment to the whole person* and *Commitment to Community and Inclusion*. There are four "Priorities": to *Enable greater student engagement and success through exceptional experiences*, to *Increase SRC Excellence, Intensity and Impact*, to *Foster an Innovative Ecosystem* and to *Expand Community Engagement and City Building*. There are also 29 "Strategies" identified. The next step is that Faculties and Departments will be asked to develop their own plans that align with the University's Academic Plan. I would advise faculty members to make sure that they are involved with this process and that these plans align with their own goals. The Academic Plan runs until 2019 and will likely shape much of our development over the coming years. Again, much will depend on how future administrations choose to interpret these provisions.

I would like to close by expressing my appreciation of the RFA staff, our Office Manager, Agnes Paje, and her assistant, Stacy Stanley, and our Executive Director of Labour Relations, AndréFoucault. They have made my transition to President an easy one and they provide enormous support for our organization. While we will undoubtedly have many challenges to face in the months ahead, we have built an excellent team and I have every confidence in its ability to meet them.

Report from the VP, Internal - Kileen Tucker Scott

Once again this year, I would like to thank the members the Reps' Council and the Chairs and Directors' Council for their commitment to their colleagues and to the Association. These Councils reflect collegial environments where diverse ideas, opinions and issues can be raised and discussed by RFA members who present the concerns and interests of their schools/departments.

As specified in the RFA Bylaws, the role of Reps Council includes the provision of advice and information to the Executive, and the promotion of communication amongst the RFA membership. This year, in particular, as we approach contract negotiations, open communication and discussion is of paramount importance. One way in which we have sought to enhance communication is through the provision of monthly Fact Sheets that address key issues of interest to the membership. These are available to all members through their school/department reps. Members are also encouraged to promote a routine opportunity to discuss RFA concerns and interests at regularly scheduled school/departmental meetings. There are still some schools/departments that do not yet have Association members assigned to enact this significant liaison role, and I urge members to become involved in a school/department 'rep' capacity. Meetings of Council are open to all Association members.

One of the responsibilities of the VP Internal is to coordinate RFA support for faculty, librarians, and counsellors who may be requested to meet with a Dean and/or HR consultant. These types of meetings may include investigations or 'fact-finding' situations launched by the University and may concern non-grievance related matters. In such circumstances, members are both entitled and encouraged to have an RFA-assigned advocate attend meetings with them to offer support and ensure adherence to procedures outlined in the Collective Agreement. If you are ever called to one of these types of meetings, please do not hesitate to contact me directly to discuss the process of faculty advocacy. In the New Year, we will be implementing a program to help interested members receive the skills and training required to act as an RFA advocate. If you are interested in becoming involved in the work of the RFA in the capacity of an advocate, please let me know.

The Association is not an entity in and of itself. The Association IS the membership - the faculty, librarians and counsellors who, individually and collectively, work together to positively impact our working environment. Thank you in advance for your contribution to our Association.

Lastly, I would like to thank you in advance for your support of your colleagues and look forward to your participation as we continue to address issues that have an impact on all of us, individually and on our collective working environment.

Report from the Chair, Grievance - Jason Lisi

Often, I write these reports by diving straight into statistics and trends, caseloads, and concerns that the RFA is monitoring closely. This time, however, I would like to start with a good news story involving our Professional Counsellors. Before I can get to the good news part though, I have to give a little background.

Professional Counsellors fall under Article 15 of the RFA Collective Agreement. As defined Article 15.2.B, Professional Counsellors' "Professional Duties include, but are not limited to, the following:

1. individual student assessment, counselling and case management in areas respecting
 - a. personal/family/social matters;
 - b. educational, career and life planning;
 - c. learning enhancement and related issues;
2. development and delivery of student group counselling, workshops and programs;
3. training and supervision of counselling interns, practicum students and learning skills assistants."

Report from the Chair, Grievance...

On May 11th 2012, the RFA filed grievance 2012.05 – Counsellor Position with the University because the RFA had become aware of a permanent Counsellor position that was created as a Management and Confidential (MAC) position rather than an RFA position.

The University denied the grievance. They argued that the incumbent employee was hired not as a Professional Counsellor, but as a Career Counsellor. According to the Administration's logic, the individual would only focus on one area – Career Counselling, and would not case-manage or provide counselling on the other two areas covered by Professional Counsellors. The University argued that the focus was only on career counselling, and hence this position was not a Professional Counsellor position and therefore not a part of our bargaining unit.

The RFA did not accept this logic on two fronts: first, it would be hard to only do career counselling without involving some degree of the other two types of counselling; and second, regardless of the emphasis, if someone is doing some or all of the Professional Duties of a Professional Counsellor, they should be classified as such.

As a result of the disagreement, this grievance went to arbitration before Arbitrator Larry Steinberg, who heard arguments from both sides over five days of arbitration hearings. The last day of hearings was July 25, 2014.

And now the good news! On October 8, 2014 Arbitrator Steinberg delivered his decision. In the report, the arbitrator states:

"The evidence was unequivocal that [name omitted] is performing the duties of a Professional Counsellor in the core area of educational, career and life planning. The evidence indicates that within that core duty, he performs precisely the same work as [name omitted] and [name omitted] who spend approximately 80% of their time doing this type of counselling... The fact that it is a negotiated core duty is, in my view, very important. The duties he is performing are not ancillary to or somehow in support of a core duty. They are the very duties that comprise one of the core duties which the parties thought important enough to include as a provision in the Collective Agreement. Their decision must be respected... The fact is that [name omitted] spends 100% of his time performing a core duty of a Professional Counsellor. Even his program development and workshop activities which the University pointed to as a distinguishing feature of the Career Counsellor job are part of the Professional Duties of a Professional Counsellor (Article 15.2 B 2). In my view his position is a Professional Counsellor under the Collective Agreement... For all the above reasons, I declare that [name omitted]'s position as a Career Counsellor in the Faculty of Arts is a Professional Counsellor under the provisions of the Collective Agreement."

This ruling is an unequivocal win for the RFA, with far-reaching consequences. The stakes were high on this grievance: The future of our Professional Counsellors was on the line. Not only does this ruling confirm the role of Professional Counsellors, it opens the door for the RFA to look at any other counsellor positions that have been created outside of the Collective Agreement, and to fold in any other improperly hired counsellors as well.

While I am delighted to be the Grievance Officer of Record for this grievance, I want to be clear that the credit for this win must go to our Professional Counsellors, and especially the RFA advisor for this grievance, Jesmen Mendoza. I have no doubt that the efforts of these people played a huge part in this favourable outcome. Don't be surprised to see the number of Professional Counsellors grow in the coming year!

Case Load Overview

As we tear through the Fall Term, I am very pleased to report that we have only two new grievances on record since January 2014 year. Of course there are still many ongoing grievances from 2013, 2012 and earlier (and even earlier!) that keep my colleagues, on the Grievance Committee, and me busy.

Report from the Chair, Grievance...

Currently, there are 20 active grievances on file, and out of these 12 are in various stages of arbitration. This year, we have seen two long-standing tenure denial cases complete arbitration, and we are awaiting the decision from the arbitrator in both cases. This has become a bone of contention for us, due to the amount of time we have been waiting for the arbitration decisions. In one case, we have been waiting well over a year for the ruling! The other is close to being a year past the last arbitration date.

Although there have only been two grievances filed since January, there are many “cases” that the RFA is working on that may or may not become grievances. Currently, the RFA is dealing with 40 cases, ranging from tenure and promotion, to civility and student complaints, to workload issues.

GrievanceWare Update

Last year the RFA signed-up, with a Canadian company called LabourWare, for a caseload management system that specializes in grievances. This platform has a long history of success in non-academic union environments, and has branched into Faculty Associations. The feedback we have received from other faculty associations that have used this platform is quite positive.

Over the years, the RFA membership has grown, and with that comes an increased grievance and grievance-related workloads, especially as we start relying more on multiple grievance officers to handle different cases. GrievanceWare enables us to manage our formal and informal grievances in a way that will increase communication and efficiency. It also allows us to generate detailed customized reports to analyze trends and track grievances as they relate to Collective Agreement Articles.

I am happy to announce that GrievanceWare is in its final stages of customization and migration, and will be fully operational before the end of 2014.

Grievance Committee

My work as a Grievance Officer depends heavily on the work done by the Grievance Committee. I cannot stress enough the importance of the work of the RFA Grievance Committee. The 2014/2015 Grievance Committee members are:

- Ron Babin
- Diane Granfield
- Jesmen Mendoza
- Kimberly Wahl

In addition, our President Peter Danziger sits on the committee ex-officio, and André Foucault, our Executive Director of Labour Relations, also participates in the meetings.

This committee is very dedicated and engaged. Each one of our members has acted as Grievance Officer on one or more grievances! I am so grateful for their support!

The newest member to the committee is Professor Ron Babin who has joined the committee for a two-year term ending May 2016. He may be new, but Ron has stepped up and become a Grievance Officer on one case already, and has been a key player in helping to get GrievanceWare up and running!

Conclusion

The RFA is a strong Association. It is not afraid to fight for what we feel is right. The RFA will defend its members. It does not back down. I am proud of the role I play, albeit a small one. I am honoured to work with an amazing Grievance Committee, and an outstanding Executive. Bust most of all, I am proud to be your colleague, and to serve you and help you whenever you need it.

Report from the Chair, Negotiating - Ian Sakinofsky

The forthcoming round of contract negotiations between the University and the RFA is going to take place within the context of many (if not most) faculty members feeling deprived of necessary resources.

This is notwithstanding, the somewhat ironically named, 2011 Senate Policy 110 'Institutional Quality Assurance Process'.

Many, many faculty members are bemoaning their department's inability to deliver the quality of education that they aspire to be able to deliver, and which they feel they have delivered in the past.

At the time of writing, and in preparation for the 2015 round of bargaining, the members of the Negotiating Committee are in the process of visiting each of the 49 departments/schools and Librarians and Counsellors at Ryerson. To date, approximately 37 visits have taken place.

What we have been hearing is a refrain of resentment at growing student numbers and swelling class sizes, amidst stagnating or diminishing faculty complements, and diminishing teaching support. At the same time, the introduction of increased numbers of graduate students (and related supervisions), the introduction of zone learning, and the demands and feared compromises of e-learning, are further stretching departmental resources across the board.

The growing size of the University's Administration (referred to within the sector as 'administrative bloat'), and the University's investment in many publicity garnering, but not usually curriculum enhancing or curriculum related, ventures, is not lost on faculty members. It has led many to question the priorities of this University.

The University's 2014-2019 Academic Plan has as its first stated value: 'commitment to excellence'; and boasts of Ryerson's reputation for high quality education. However, after listening to the laments of faculty, possibly the "Our Time to Lead" title, that shouts off the front page of the Academic Plan, might more appropriately be replaced by the currently popular WWII banner statement: "Keep Calm and Carry On".

This concern over educational quality, that seems to abound, cannot necessarily be adequately addressed within contract negotiations, and certainly that is not the only place where it should be addressed. But the workload implications of this situation will no doubt be an important item that is broached at the bargaining table.

Procedure Going Forward

The current Collective Agreement expires on June 30, 2015. As stated above, the Negotiating Committee is in the process of visiting all schools/departments at Ryerson. We are extremely appreciative of the time given to us, and the spirit in which schools/departments have discussed what we should be addressing in the coming round of bargaining.

We will also be conducting meetings with other groups at Ryerson, including the Chairs/Directors Council, the Reps' Council, Mode I faculty members, LTF members, the RFA Grievance Committee, and the RFA Equity Issues Committee.

Following meetings with constituent groups, it is our intention to administer an electronic survey of the membership, which will take place in January 2015. In February 2015, in accordance with the RFA Bylaw, we will inform you of a general membership meeting at which we will be seeking membership approval of a negotiating mandate. This meeting is scheduled to take place on Wednesday, March 4, 2015. Please make this meeting a priority, and plan to attend.

We have already notified the Administration of our intention to give them notice of our desire to open negotiations of the existing agreement. We have also asked them to set aside adequate dates in April and May of 2015, to allow the parties to conclude the negotiations before the expiry of the existing Agreement.

Report from the Chair, Negotiating...

The members of the Negotiating Committee are: Rachel Berman (Early Childhood Studies), André Foucault (Exec. Director, RFA), Doreen Fumia (Sociology), Diane Pirner (Nursing), Jane Sprott (Criminology) and myself, Ian Sakinofsky (Human Resources and Org. Behaviour).

Even though we are still in the early days of the bargaining process, the members of the Committee have already shown a commitment to the endeavour, that exceeds any expectations that the membership of the RFA may have of them. The Committee is proving to be an extremely cohesive working group.

In addition, Agnes Paje and Stacy Stanley, in the RFA office, provide us with organizational support that would make us the envy of most other faculty associations.

At each of our departmental visits we have urged faculty to contact us if any further items come to mind, or if they wish to have individual conversations with any one of us. I would like to repeat that invitation here.

Report from the Chair, Equity - Tariq Amin-Khan

I would like to begin this update by thanking the outgoing Chair of the Equity Issues Committee (EIC), Jennifer Clarke, for her work on keeping equity issues front and centre during the past few years. Last summer, when I began my new term, the EIC agreed to fund the travel cost of Almas Boby, a transgendered activist from Pakistan, to participate in Ryerson's Social Justice Week (October 6-10). Regrettably, but not surprisingly, she was refused a visa by the Canadian government. However, no costs were incurred.

During the RyePRIDE Week (the week of June 23), I attended the June 26 Students Action Panel as an ally and in solidarity with queer activists. This event was a roundtable where participants shared their "experiences and thoughts on queer organizing and mobilization and hosting discussions with other queer youth interested in . . . creating safer queer spaces." The RFA financially supported the RyePRIDE Week.

Also, I participated in the Social Justice Week which is organized by Winnie Ng, the Sam Gindin Chair for Social Justice and Democracy, and her tireless group of volunteers. I was part of a panel, held on October 7, which addressed the precariousness of temporary foreign workers in Canada. Besides speaking on this issue, I also talked about the changes to Canadian immigration law that now criminalizes refugees and asylum seekers when they arrive as a group. Following the panel, I also had an opportunity to attend the workshop with a temporary foreign agricultural worker, live-in care givers and their advocates, and activists working with temporary foreign workers. Their stories and experiences were painfully illuminating and their workplaces presented various types of risks. It is unfortunate that more people from the Ryerson community and beyond could not avail themselves of the opportunity to learn firsthand of the hurdles and precarity faced by temporary foreign workers, and how this group of workers are in desperate need of our support. However, it needs to be mentioned that the RFA's EIC, Professional Affairs Committee and the Executive, together, financially supported the Ryerson Social Justice Week.

Beyond the participation on equity issues, the EIC had its first meeting at the beginning of the term. At this meeting we decided to work on two fronts: work within the Ryerson community, and with or related to the broader community around equity issues. The work of the EIC within the Ryerson community is ongoing and a number of meetings are planned in the coming weeks on various issues – about which I will provide more information in future bulletins. As for the work with the broader community, the EIC will hold a public event with Aboriginal/Indigenous activists on missing and murdered Aboriginal/Indigenous women. The approximate timeframe for the event has not been determined, but the suggestion from our Indigenous colleagues and others, who are part of the event's organizing committee, is to hold the forum in winter 2015.

Equity Issues Committee Members: Jennifer Clarke (*Social Work*), Jim Tam (*ITM*), Yuanshun Li (*ECS*), Kaamran Raahemifar (*Electrical & Computer Engineering*)



Report from the Health and Safety Officer - Chun-Yip Hon

Workplace Violence Prevention

In light of the recent incident where a U of T professor was stabbed (http://www.thestar.com/news/crime/2014/09/10/u_of_t_prof_stabbed_on_campus.html), I thought that it would be worthwhile to remind members that we, as academics, are not immune to workplace violence. However, before doing so, it is important to define the term “workplace violence”.

According to the Canadian Centre for Occupational Health and Safety (CCOHS), workplace violence includes:

Threatening behaviour - such as shaking fists, destroying property or throwing objects.

Verbal or written threats - any expression of an intent to inflict harm.

Harassment - any behaviour that demeans, embarrasses, humiliates, annoys, alarms or verbally abuses a person and that is known or would be expected to be unwelcome. This includes words, gestures, intimidation, bullying, or other inappropriate activities.

Verbal abuse - swearing, insults or condescending language.

Physical attacks - hitting, shoving, pushing or kicking.

The Integrated Risk Management (IRM) Department at Ryerson University has a webpage dedicated to Workplace Violence and Harassment Prevention. I encourage you to familiarize yourself with some of the resources that are found on its website at: http://www.ryerson.ca/irm/programs_policies/workplace_vhp.html.

Please be reminded when violence is in progress, or if it is imminent, call Ryerson Security and Emergency Services immediately. Dial ‘80’ from a campus phone or ‘911’ from all other phones.

Slips, Trips and Falls

With the cooler weather, we are likely to experience more rain and eventually snow. As such, it is a good time to remind members of the increased frequency of slips and trips during this time of year.

According to the Canadian Centre for Occupational Health and Safety (CCOHS) slips happen where there is too little friction or traction between the footwear and the walking surface. Causes of slips are wet floors and weather hazards. Trips happen when your foot collides (strikes, hits) an object causing you to lose the balance and, eventually fall. Causes of trips are poor lighting and uneven walking surfaces.

Avoid slipping by:

- Taking your time and paying attention to where you are going
- Adjusting your stride to a pace that is suitable for the walking surface and the tasks you are doing
- Wearing shoes with good traction

Avoid tripping by:

- Ensuring there is adequate lighting in your pathway
- Ensuring that things you are carrying or pushing do not prevent you from seeing any obstructions, uneven surfaces, etc.
- Good housekeeping, i.e., reducing clutter

If you do experience a slip or a trip at work, don't forget to report it (even if you are not injured)!

Report from the Chair, Services - Wayne Forsythe

The RFA Services committee hopes to organize events that are relaxing and enjoyable. Your feedback is welcome throughout the year.

Our first event this year was the Season Opener on Monday September 8 which was held in the Thomas Lounge at Oakham House. The committee would like to thank the ~120 members who attended and we were very pleased with the positive responses to this event.

Our next event (the RFA Neewollah Party in the Oakham Lounge at Oakham House on October 28) will have occurred by the time you read this. We hope that as many members as possible came out for a selection of appetizer finger foods, Hors d'oeuvres, desserts and refreshments. This event replaces the "Drop-In" events that we used to schedule at the International Living/Learning Centre (ILC). This venue did not prove to be popular so we have rotated it out of our potential event locations for the time being.

The Season/Holiday Party will be held on Tuesday December 2, 2014 from 5-10 pm at the Student Campus Centre, so please mark your calendars and RSVP once we get this setup on the RFA website (an email notice will be sent out). We hope to see increased attendance this year. The themed food stations will continue although we may change some of the options.

Email reminders are sent out before each event that we schedule. I would also like to encourage other faculty members, especially new members, to consider serving on this committee.

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

Promotion to Tenure

Rupa Banerjee - *Human Resources & Organizational Behaviour*

Jeffrey Boase - *Professional Communications*

Nadya Burton - *Midwifery*

Michael Coutanche - *RTA*

Jeffrey Fillingham - *Chemistry & Biology*

Cynthia Holmes - *Accounting & Finance*

Graham Hudson - *Criminology*

Bryan Koivisto - *Chemistry & Biology*

Anne McNeilly - *Journalism*

Pawel Pralat - *Mathematics*

Abdel Shaker - *Civil Engineering*

Albert Smith - *Architectural Science*

Jahan Tavakkoli - *Physics*

Sara Thompson - *Criminology*

Karthikeyan Umapathy - *Electrical & Computer Engineering*

Stephanie Walsh Matthews - *Languages, Literatures & Cultures*

Karline Wilson-Mitchell - *Midwifery*

Josephine Wong - *Nursing*

Victor Yang - *Electrical & Computer Engineering*

Haomia Yu - *Economics*

Kinga Zawada - *Languages, Literatures & Cultures*



RFA Season Holiday Party - December 2, 2013, Oakham House



RFA General Meeting - May 7, 2014, ILC



Judy Rogers - Midwifery

Recipient of the RFA 2014 Career Achievement Award



Anver Saloojee

Presented with a gavel for recognition of his contribution and commitment to the RFA.

Akua Benjamin - Social Work

Recipient of the RFA 2014 Ryersonian Award



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

Faculty of Communication and Design

Pavlo Bosyy - *Theatre*
Robert Clapperton - *Professional Communications*
Tanya Evidente - *Theatre*
Jagris Hodson- *Professional Communications*
Anne MacDonell - *Image Arts*
Christopher Smyth - *Graphic Communication*

Faculty of Arts

Miriam Anderson - *Politics & Public Administration*
Paul Brunet - *Psychology*
Matthew Flisfeder - *Politics & Public Administration*
Thomas Hart - *Philosophy*
Thomas Heise - *English*
Dan Horner - *Criminology*
Vanessa Lamb - *Geography & Environmental Studies*
Claire Oswald - *Geography & Environmental Studies*
Shadab Qaiser - *Economics*
Paula Schwebel - *Philosophy*
Richard Shaker - *Geography & Environmental Studies*
Adam Thorn - *Politics & Public Administration*
Julie-Ann Tomiak - *Sociology*
Gary Toop - *Philosophy*
Jeanne Tschopp - *Economics*
Farzin Vejdani - *History*

Faculty of Community Services

Jaclene Begley - *Urban & Regional Planning*

Faculty of Engineering & Architecture

Umberto Berardi - *Architectural Science*
Jennifer McArthur - *Architectural Science*

Faculty of Science

Stephanie Melles - *Chemistry & Biology*
Nursel Selver Ruzgar - *Mathematics*

Faculty of Ted Rogers School of Management

Amir Gandomi - *Information Technology*
Chris Gibbs - *Hospitality & Tourism*
Tom Griffin - *Hospitality & Tourism*
Anatolly Gruzd - *Global Management Studies*
Nurul Huda - *Information Technology*
Asmaa Mailk - *Hospitality & Tourism*
David Nickerson - *Real Estate*
Jeffrey Overall - *Entrepreneurship & Strategy*
Joseph Paniculangara - *Global Management Studies*
Ranjita Singh - *Entrepreneurship & Strategy*

Library

Gillian Byrne - *Librarian*
Ann Ludbrook - *Librarian*

Memoriam

Professor Howard Muchnick

1944 - 2014

Howard Muchnick, Professor at the Ted Rogers School of Hospitality and Tourism Management, passed away on July 11, 2014. He was in his 13th year of teaching at Ryerson University and the recipient of the 2011 Award for Outstanding Contribution to the HTM Experience, the 2012 Dean's Teaching Award and was also awarded "A Prof of Who Made a Mark" in 2013 and 2014 for professors who have positively impacted their academic experience at Ryerson.

Professor Muchnick spent many years in the corporate world, first at Citibank in New York, then at Casa Loma and the CN Tower in Toronto. He was a Member of the TTC Customer Service Panel and the Harbourfront Foundation Board of Directors, as well as an active consultant for C.E.S.O. with human resource projects in Czech Republic, Azerbaijan and Hungary, and an adviser to major banks in customer service.

A student award in Professor Muchnick's name is being established. The first recipient will be recognized at the 2014 HTM Awards Ceremony on November 11, 2014.

**G. Raymond Chang**

1948 – 2014

G. Raymond Chang, served as Ryerson's Chancellor from 2006 to 2012. Ryerson University's G. Raymond Chang School of Continuing Education is named after him as benefactor, recognizing his transformative gift of \$5 million to the school. In 2011, the Toronto Star called Chang the "covert philanthropist" for his unique combination of generosity with anonymity. Chang focused his giving on education and research, quietly supporting hospitals, universities and museums in Canada and the Caribbean.

G. Raymond Chang has received many honours and tributes throughout his life. Earlier this year, he was appointed an Officer of the Order of Canada; in 2011, he was awarded the Order of Jamaica; in 2010, he received the outstanding philanthropist award from the Greater Toronto Chapter of the Association of Fundraising Professionals; and he has received honorary degrees from the University of the West Indies and Ryerson University.

The RFA Executive for 2014/15 is composed of the following members:

President	Peter Danziger
Vice President Internal	Kileen Tucker Scott
Vice President External	Rahul Sapra
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Secretary	David Naranjit
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Chair, Professional Affairs	Lin Dong
Chair, Equity Issues	Tariq Amin-Khan
Health & Safety Officer	Chun-Yip Hon
Members At Large (2)	Amina Jamal
	Sophie Quigley

RFA General Meeting

Tuesday, December 2, 2014, 12 (noon) - 2:00 p.m.
International Room, ILC

Disclaimer

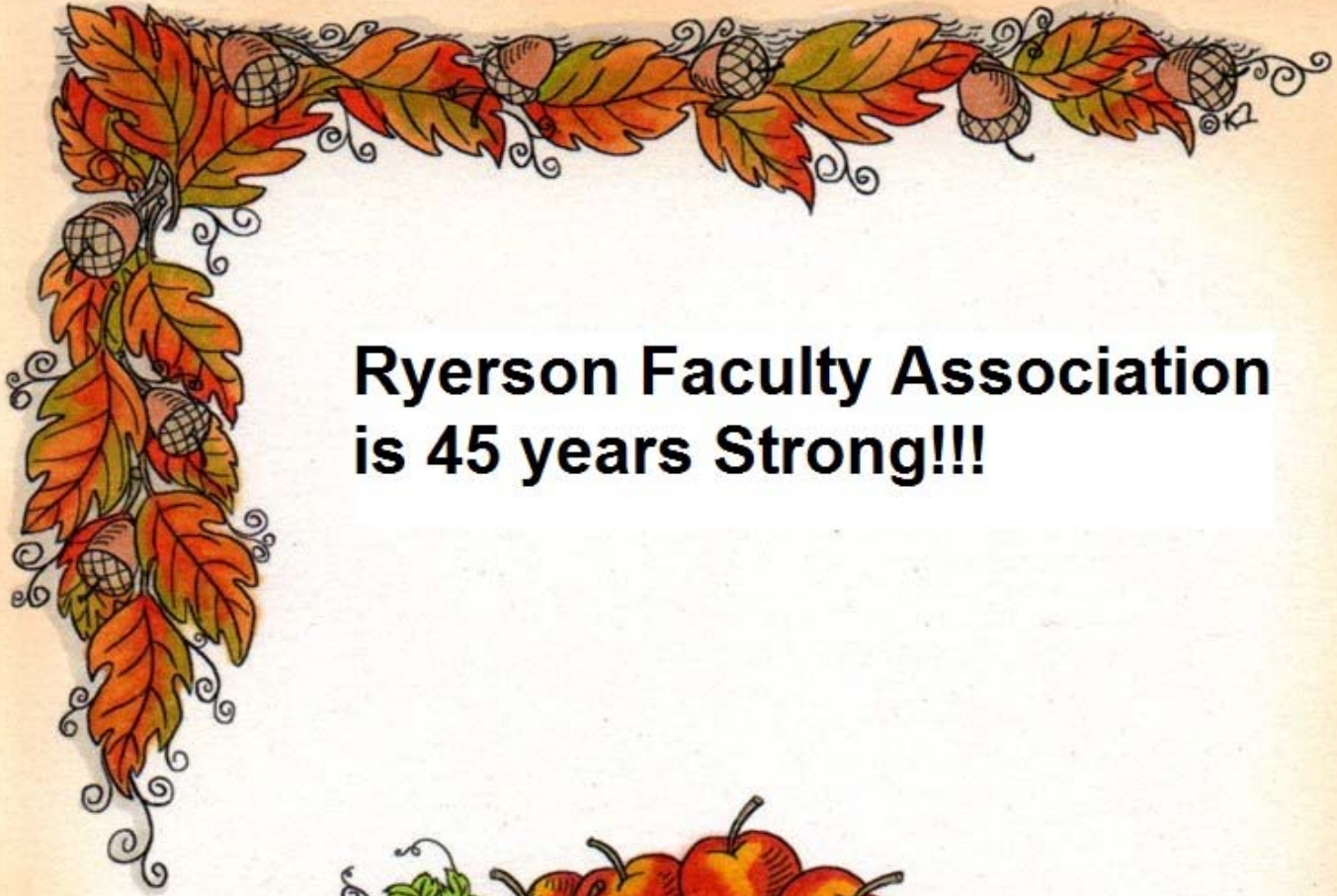
Statements made and the views expressed in this publication are those of the authors and do not represent the position of the RFA unless so specified.

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 - 2014/2015

Accounting & Finance	<i>Vacant</i>	Journalism	Marsha Barber
Aerospace Engineering	Seyed M. Hashemi	Languages, Literature & Culture	Jamin Pelkey
Architectural Science	1. Paul Floerke	Law	<i>Vacant</i>
	2. Leila Farah	Library	1. Val Lem
Chemical Engineering	<i>Vacant</i>		2. Jane Schmidt
Chemistry & Biology	1. Bryan Koivisto	Marketing	<i>Vacant</i>
	2. <i>Vacant</i>	Mathematics	Jean-Paul Pascal
Child & Youth Care	<i>Vacant</i>	Mechanical & Industrial Engineering	1. Seth Dworkin
Civil Engineering	Khandaker Hossain		2. Habiba Bougherara
Computer Science	Andriy Miransky	Midwifery	3. <i>Vacant</i>
Counselling	Joanna Holt	Nursing	Nadya Burton
Criminology	Tammy Landau		1. Sharon Paton
Disability Studies	Esther Ignagni		2. Corinne Hart
ECS	Angela Valeo		3. Annette Bailey
Economics	1. Thomas Barbiero	Nutrition	Yvonne Yuan
	2. Amy Peng	Occupational & Public Health	<i>Vacant</i>
Electrical engineering	1. Vadim Geurkov	Philosophy	Meredith Schwartz
	2. Lev Kirischian	Physics	Vladislav Toronov
	3. Kaamran Raahemifar	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. Stephanie Cassin
Fashion	Henry Navarro Delagado		2. Alexandra Fiocco
Geography & Environmental Studies	Peter kedron	Retail	Ken Wong
	Stephen Swales (Alternate)	RTA	1. Charles Zamaria
Global Management Studies	<i>Vacant</i>		2. <i>Vacant</i>
Graphic Communications	Richard Adams	Social Work	<i>Vacant</i>
History	John Morgan	Sociology	1. Julie Tomiak
Hospitality & Tourism	Richard Wade		2. Christopher Powell
Human Resources	Rupa Banerjee	Theatre	1. Cynthia Ashperger
Image Arts	1. Gerda Cammaer	Urban & Regional Planning	<i>Vacant</i>
	2. <i>Vacant</i>		
ITM	1. Aziz Guergachi		
	2. Franklyn Prescod		
Interior Design	Taymoore Balbaa		



**Ryerson Faculty Association
is 45 years Strong!!!**

