

## The Newsletter of Ryerson Faculty Association

Spring 2017 Vol. 31 No. 2

### Message From the President

Dear Colleagues,

At the December AGM the Academic Administrator Appointments policy (AAA), also known as the Reedyk Report, was discussed. This is the policy which governs the appointment of Senior Administrators (Associate Deans and above). The policy governs the composition of the committees as well as procedures to be followed. The Administration has indicated that they wish to make changes to this policy and a presentation was made at Senate last December. There is no doubt that the policy needs updating, but as discussed, there are serious concerns about the proposed changes.

The Administration is proposing that if the current incumbent is in her/his first term and indicates that he/she is interested in continuing, then the committee will do a review of the incumbent and if this review is favourable that person would

continue for another term. If the review is not favourable, then there would be a search as normal.

Much more worrying is that it appears that there are proposals to change the composition of the committees. The current AAA policy maintains a strong commitment to collegiality and the academic mission. In practical terms this means that the majority of positions on the various committees are filled by faculty members. At the Senate meeting in December, Senate sent a strong message that any variant of the policy must maintain collegiality. However, one version of the document that we have seen would reduce the RFA complement to less than a majority on most of the committees.

It is telling that the Administration is trying to change this very important document in secret, without providing an opportunity for the



*Peter Danziger, President*

collegium to comment on specific terms. Indeed, it is not clear how seriously the Administration takes this policy. Recently, the AAA committee search for the Dean of Science was summarily disbanded, even though there is no provision for this in the policy. It is important to realise that it is the involvement of faculty members that give Academic Administrators their academic credibility, otherwise they are just administrative managers.

Over the reading week we all received an email from the Dean of Graduate studies and the Registrars office advising us of their intent to change the grade submission deadline for Graduate Courses. The grade

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### Important Dates

**RFA General Meeting**  
May 3, 2017  
ILC, International Room

\* \* \*

**RFA Season Opener**  
September 12, 2017  
Location: TBA

\* \* \*

**RFA General Meeting**  
December 5, 2017  
International Room, ILC

\* \* \*

**RFA Season/Holiday Party**  
December 5, 2017  
Oakham House

### 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.

### Rachel Berman - New Executive

Rachel Berman is the newest RFA executive member, joining the executive as the Chair of the Professional Affairs Committee in January of 2017. She served as member of the Negotiating Team in the last round of collective bargaining, and prior to that served as a RFA School Rep for a number of years.

Dr. Berman joined Ryerson as an RFA member in 2000 in the School of Early Childhood Studies, having previously taught as a part-time instructor in the School of Nutrition and the Chang School. Prior to joining Ryerson, she taught part time in the Women's Studies programs at York University and McMaster University. She is currently the Graduate Program Director for the MA program in Early Childhood Studies. She teaches in both the graduate and undergraduate programs in the School.

Rachel completed her Doctorate in the interdisciplinary field of Family Studies at the University of Guelph. Her current research, funded via a SSHRC IDG grant, examines constructions of race and colour blindness in early childhood settings.

### RFA Scholarship Winners

We would like to congratulate all of the 2016 RFA Scholarship Winners:

#### RFA Full-Time Scholarship Winners:

- ◆ Fariha Sheikh
- ◆ Tara Upshaw

#### RFA Part-Time Scholarship Winner:

- ◆ Aicha Jaichi

#### RFA Aboriginal Scholarship Winners:

- ◆ Sean Stiller
- ◆ Annelise Vaillancourt

**From the President....**

submission deadline for Graduate Courses in the Fall term has typically been in early January, but the Dean and Registrar would like to make it the same as the undergraduate submission deadline in December. Many of you will recall that they tried to do this last term, with no consultation or notice and the RFA successfully pushed back and forced them to abandon this plan. However, the argument that we used was that there had been no consultation as required. They are apparently embarking on that consultation now, though it is not lost on us that the notice read more as a letter of intent than an offer of true consultation. The reasons given for this change seem to be driven by administrative convenience, with no thought given to pedagogical issues or the workload constraints of graduate courses. I would strongly encourage you to write to the administration to express your opinions about this change.

We are now also fully engaged in the process of negotiating a Strategic Mandate Agreement (SMA) between the University and the Provincial Government. Recently, a presentation was made at Senate about the SMAs and the Administration has asked for our input. It is telling that the presentation on the strategic direction of the University being negotiated with the Government was given by Paul Stenton, the Deputy Provost and Vice Provost, University Planning (and Administration). It is true that in three years time there may be a small (and we all agree that it is small) financial component related to the SMAs as indicated in the Government's new funding formula, but it is concerning that this minor piece of the University's funding will likely be a major influence on the larger academic vision of the University.

Perhaps the most concerning part of the SMAs is that they contain metrics mandated by the government. These include student surveys (NSSE), graduation and retention rates, and others. As I have said before there are problems with these, both in measurement, data collection and interpretation. There are five categories in the SMA: Student Experience; Innovation in Teaching & Learning Excellence; Access & Equity; Research Excellence & Impact; Innovation, Economic Development & Community Engagement. For each category, there are Government mandated metrics and a column for institutionally defined metrics, which are selected or negotiated separately by each institution. These institutional metrics could be other measures, but could also be how the system-wide metrics are interpreted or weighted either across our institution, or by particular Faculties. In addition, we must identify targets for both the institutional and system wide metrics.

These metrics cover many areas but do also include research metrics. The Government mandated metrics tend to be the standard types of things. So for research, the standard metrics are: Tri-council funding (total and share by council), Number of papers (total and per full-time faculty) and Number of citations (total and per paper), etc. It is clear that if Ryerson wants to continue carrying out research in innovative ways then we must be careful with these types of measures. We will need to broaden these very narrow measures, particularly in those Faculties where research is carried out in different ways.

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 VP Internal - Kileen Tucker Scott****Reps' Council**

The Representatives' Council is a formal body of the RFA, identified and governed under the terms of the Association's bylaws. Every School/Department is entitled to have representative(s) on Council, elected by their peers and in proportion to the numbers of members in their respective Schools/Departments. The number of Schools/Departments represented on Council continues to improve each year and we welcome members who have joined throughout the past few months.

As a representative voice of our membership, Council may make recommendations concerning policy, procedure and any other matters of concern to the membership as it relates to the objects of the Association. This past year, Council's discussion and resolutions have focused on issues related to promoting equity; supporting a culture of diversity (in particular in response to recent events south of the border); security (in

## Report from the VP Internal...

the broadest sense of the word) within our community; lobbying for the rights of faculty (including intellectual property, representation on University committees, and involvement in the SMA process); as well as a variety of initiatives to further the implementation of the Collective Agreement (such as the 2+2 workload, the teaching stream committee, etc.).

### **Council of Chairs and Directors (CDC)**

Under the terms of the Collective Agreement, Chairs and Directors - full members of the Association - are academic leaders. The CDC provides Chairs and Directors with the opportunity to discuss their unique position within the University and the many challenges they face as they strive to focus on the academic leadership of their Schools/Departments.

### **Representation and advocacy**

As most of you are aware, the Association provides our members with RFA representation whenever a member is called to any meeting with the Dean, HR or any other member of the University Administration, or an external investigator. In setting up any meetings of this type, the University Administration is required to remind the member of his/her right to a representative. Should the member decide not to have an advocate in attendance, the member is required to sign a University waiver acknowledging the offer and her/his decision to decline. If for any reason during the meeting the member thinks it would be advantageous for an advocate to be present, s/he may terminate the meeting in order to consult with the RFA.

At any given time, it is not unusual for RFA advocates to be working with a dozen or more members of the Association on cases related, primarily, to member-member and/or member-student incivility and/or harassment. The role of the RFA advocate is to attend all meetings in which the member may be called as a claimant, respondent or witness, and to ensure that members' rights and responsibilities, as outlined in the Collective Agreement, are upheld during any such meetings; to provide counsel and to consult as required with the Association's legal advisors.

The Executive encourages members to take advantage of the advocacy program. Members may also wish to consult with an advocate for advice from time to time. If you are invited to attend a meeting with a University Administration representative, or if you just wish to talk about a work-related issue of concern, please do not hesitate to contact me. It is my responsibility to match advocates with members who seek advocacy services.

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

## Report from the Chair, Grievance - Ron Babin

The role of the Grievance Committee is to provide advice and guidance to the Chair on current and potential RFA grievances. The Chair reports regularly to the RFA Executive Committee.

Two new members joined the Grievance Committee in 2017. In January, Corrine Hart joined to replace Tammy Landau who has recently taken a new role as Chair of the Department of Criminology. We are all thankful to Tammy for her thoughtful perspective on the Committee. From the annual RFA elections in February, Jennifer Poole has been elected for a two year term starting in May and we welcome her to the Committee. The Chair has been acclaimed to serve another two years. The other grievance committee members, Susan Cody and Jesmen Mendoza continue their two year term until May 2018.

As Chair for the last two years, I have learned much. Grievances are significant and serious undertakings for the RFA, for RFA members and for the University. We do our best work when we find an acceptable compromise for all parties so that a grievance is avoided. However, the RFA is not reluctant to initiate a grievance when we cannot agree and we then take all steps to position ourselves to win. When a grievance goes to arbitration, as a few do, we engage our legal advisors and plan for an adversarial approach to win our case.

### Report from the Chair, Grievance...

In a year, the RFA labour relations team of Andre Foucault and Shiraz Vally will handle 200 to 300 inquiries and cases that may be grievance related. The Grievance Chair is frequently involved in these cases, all of which are conducted in the strictest confidence. A small number of cases become grievances, we currently have an outstanding portfolio of about seven. These are regularly reviewed with the Grievance Committee and the RFA Executive Committee.

Many grievances are individual based, frequently associated with tenure and promotion issues. I can say confidently that we are very focused on supporting members who face challenges in gaining tenure. Some of our best work results in a member's case being fairly reviewed, and tenure being granted, without going to arbitration.

A few grievances are policy based, where the RFA and the University differ in the interpretation of the Collective Agreement. Policy grievances are often directly related to bargaining of the Collective Agreement, for example, a long running grievance is related to how we interpret and apply results from the Faculty Course Survey.

If you feel that a grievance is needed to resolve a personal issue related to the Collective Agreement, or if you see that the University is abusing an area of the Collective Agreement, please contact the RFA office and we will arrange for a confidential discussion.

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

At the start of the winter semester at Ryerson, Donald Trump's ascendancy to power seemed to be on most people's minds. If folks had concerns about the Trump presidency, it did not take long for their fears to materialized. On January 27, the force of Trump's executive fiat was felt most immediately by people from the seven Muslim-majority states whose residents were banned from entering the United States, but reverberations of his action were felt worldwide.

The 'Muslim ban', as the executive order came to be characterized, resulted in serious chaos at airports, and created upset and anxiety among people literally around the world. As Canada was not immune to the effect of President Trump's actions, our colleagues at Ryerson, more particularly the Muslim faculty, were distressed about the ban. The sentiments of colleagues ranged from fears about being refused entry at the US border to frustration and anger at the thought of being potentially unable to participate in academic conferences and related events. The administration at Ryerson, to their credit, acted fairly quickly to address some basic questions about the 'Muslim ban', and provided support initially to Muslim staff and faculty, and later to the broader Ryerson community. The RFA Executive and the Equity Committee also released statements expressing serious concerns about developments in the US and the incident in Quebec City.

A murderous Islamophobic attack in Quebec City took place on January 29 at the Centre Culturel Islamique de Quebec, the mosque in Quebec City, as people prayed. This attack seems to have been inspired by anti-Muslim moves in the US and the broader wave of anti-Muslim racism sweeping across Europe. Of the six people shot in the back while they prayed, was Professor Khaled Belkacemi; he taught agri-food engineering at Université Laval.

It is quite remarkable that no sooner had Trump's executive edict been issued, it was challenged in US courts that stayed the implementation of the 'Muslim ban'. However, following these developments, there were attacks on mosques while Jewish cemeteries were desecrated and synagogues received bomb threats. Furthermore, there were murderous attacks on people who 'look like' Muslims (Kansas City and Seattle), while racialized migrants and refugees became perpetual targets of the US state, as massive deportations became a reality. Add to this the concerns of people in the Black community and folks in Black Lives Matter. The Indigenous community in the US also suffered the wrath of President Trump's executive actions: the laying of the Dakota Access Pipeline, which was stopped under President Obama was restarted. In late February, the police forcibly evicted the last of the thousands of protestors, assembled over many months from across the US and Canada. These activists had come to support the protest actions of the Standing Rock Sioux, whose reservation lies near the route of the pipeline that threatens the water supply to Standing

## Report from the Chair, Equity Issues...

Rock. Besides, we should not forget that the Women's March in Washington on the day after President Trump's inauguration was meant to highlight that misogyny prevails, while a woman's right to choose has come under serious threat. Furthermore, transgender issues have been shoved aside in the US, and hard-won gay rights are also under threat in the Trump era.

Based on all these developments, many colleagues began to look to the Equity Committee to provide some context and understanding of President Trump's actions. The Equity Committee and Professional Affairs Committee of the RFA met and agreed to collaborate by holding the free public event, *Resisting Trump's Agenda against Women, Racialized and Indigenous Communities*, on March 7. Paradoxically, just two days before the event, President Trump re-imposed the 'Muslim ban' through another executive imposition, which gave our event added significance.

The event of March 7 enabled the airing of diverse critical perspectives on the Trump agenda. The excellent panel of speakers who spoke at the March 7 event were: Haroon Siddiqui, Distinguished Visiting Professor, Ryerson University, and Editorial Page Editor Emeritus, Toronto Star; Kiké Roach, Unifor Sam Gindin Chair on Social Justice and Democracy at Ryerson; and Sandi Wemigwase of Little Traverse Bay Bands of Odawa Indians from Harbor Springs, Michigan, and PhD student in Social Justice Education, OISE. The Chair of Professional Affairs, Rachel Berman was the moderator of the event. A report of the event is in the *Eyeopener*, which can be viewed online: <https://theeyeopener.com/2017/03/ryerson-event-focuses-on-resisting-trumps-agenda-against-minority-groups/>

Concerns about travel to the US, and Trump's 'Muslim ban' alongside other equity issues have also been raised and discussed at Reps Council meetings. However, the Equity Committee is attempting to also address longstanding issues, such as the gender wage gap, among others. These matters will be taken up in the next RFA Bulletin.

## Report from the Chair, Negotiating - Ian Sakinofsky

The current 2015-2018 Collective Agreement expires on June 30, 2018.

The members of the new Negotiating Committee are: David Checkland (Philosophy), Cecile Farnum (Library), Donna Koller (Early Childhood Studies), Diane Pirner (Nursing) and Ian Sakinofsky (Human Resources and Organisational Behaviour, Chair).

### Approach to the Forthcoming Round of Bargaining

The new Committee will be meeting with each of Ryerson's Schools/Departments in the Fall. This will be followed by a survey of the membership, before seeking a bargaining mandate from the membership. The mandate meeting is likely to take place in late February, or early March, 2018. As has been the practice in previous rounds of bargaining, negotiations with the Administration are expected to commence in the first week of April, 2018.

The Negotiating Committee is going to be supported in its campaign by the Political Action Committee, which is a committee elected by the RFA Reps Council. This Committee is going to work in association with the Professional Affairs Committee, a standing committee of the RFA.

The intention is to treat the forthcoming round of negotiations as a campaign. Information will be posted on the RFA website, informing the membership of issues that we expect to be the subject of our bargaining, and providing comparative information, where available, on how these issues are dealt with at other Universities. With the help of the Political Action Committee and the Professional Affairs Committee we hope to mobilise as much interest and awareness amongst the membership as possible, as we engage in the next round of bargaining.

### Administrative Climate

There is a need to bring the above pressure to bear on the situation because experience has shown us that we cannot look to our Administration for any desire for progressive change, or any real interest in the informed concerns of faculty members.

## Report from Chair, Negotiating...

This is the same Administration that is currently proposing changes to the Policy for the Appointment of Academic Administrators (the AAA Policy). This is the very Policy governing the process by which senior members are appointed. Changes being proposed by the Administration appear to be self-serving, to the extent that they will establish a protective cone around Administrative appointments. These proposed changes include, among other things, the removal of a majority of elected faculty members from the search committees that appoint senior administrators, as well as the facilitation of the re-appointment of incumbent administrators. These proposals are so egregious and non-collegial that faculty members will surely rally against them.

Where previous Administrations may have balked at introducing similar changes, this Administration appears to have no such qualms.

This is being raised here because it has a direct impact on the negotiation process. At the bargaining table, RFA proposals which represent the will and the interests of faculty members, often fall on deaf ears, and frequently go unresponded to. The agenda of the Administration and the needs of the academe are oft times not in alignment.

### Faculty Course Surveys

The Faculty Course Survey Grievance dates back to 2009, and in the May 2016 collective bargaining settlement it was agreed that the matter would be placed before Arbitrator William Kaplan for interest mediation-arbitration. Three days of interest mediation-arbitration took place in December, 2016 and January, 2017.

In the face of persuasive expert witness reports secured by the RFA, not to mention ongoing submissions by the RFA since 2009, the Administration has conceded that there are weaknesses within the Faculty Course Survey process at Ryerson that need to be addressed. These weaknesses relate to the nature of the survey itself, how it is administered, and how the summary data is presented. However, the Administration was not willing to introduce the measures that the RFA identified to correct the situation, and the matter has been referred to a formal interest arbitration hearing scheduled for early in 2018.

### Workload

The membership is no doubt aware that as part of the Collective Agreement reached in May 2016, a teaching workload standard of a maximum of 4 courses a year (i.e., 2+2) was introduced into Article 10. At the time, the vast majority of Schools/Departments at Ryerson were already operating at a workload of 4 courses per year or less. Thirteen departments were identified as not yet being at 4 courses per year, and were required to submit to an agreed workload transition process in order to implement the 2+2.

During the course of bargaining the Administration had claimed that the cost of implementing a 2+2 course cap in these remaining 13 Departments/Schools was prohibitive. They also claimed that even if pursued, the process would take at least three years to carry out. The Administration's cost estimates for a transition to 2+2 ranged from \$6million - \$8million. The RFA on the other hand had rebutted these claims as outlandish and self-serving, claiming that the 4 course cap could be introduced in short order, and at much less than a quarter of the costs estimated by the Administration.

Subsequent events have affirmed the RFA's stance.

As part of the agreement reached between the RFA and the Administration in the May 2016 Collective Agreement, a total of \$1.75 million was set aside for these 13 Schools/Departments to assist them to introduce a 4 course cap subject to them submitting a plan that met the approval of their respective Deans. A three year program was set up for this transition, however, an accelerated schedule was offered to any of the thirteen Schools/Departments that was able to submit a plan that did not incur costs in excess of \$75,000. This accelerated schedule required that plans be submitted by December 1, 2016, in order to allow the respective Deans to respond by March 1, 2017; and, if plans were so approved they would be implemented in September 2017, effective for the 2017-2018 academic year.

As it turned out, on March 1, 2017, nine of the thirteen Schools/Departments had their workload transition plans approved, and they will be implementing the 4 course teaching workload cap in September, 2017.

### Report from Chair, Negotiating...

Six of the nine Schools/Departments that had their plans approved are within the Faculty of Arts. These Schools/Departments are Criminology, History, Geography, Philosophy, Languages Literatures and Cultures, and Sociology. This means that all of the Schools/Departments within the Faculty of Arts now have a teaching workload cap of 4 courses or lower.

The other three Schools/Departments that had their plans approved were in the Faculty of Communication and Design. These Schools/Departments are Fashion, Image Arts, and Professional Communication.

Nursing has not yet had its plan approved, and discussions are continuing in that regard with the Dean of the Faculty of Community Service.

RTA withdrew its plan and is preparing to re-submit.

Performance did submit a plan by December 1, but its cost was greater than the \$75,000 threshold, so it has yet to be considered.

Interior Design decided not to submit a plan as they are waiting to conclude program revisions.

The bottom line to date is that nine of the outstanding thirteen Schools/Departments were comfortably able to meet the accelerated deadline and have their plans approved. Further, the combined cost for all nine of these Schools/Departments is less than \$675,000. This is completely within the estimates projected by the RFA both in terms of timelines as well as costs.

The remaining four Schools/Departments have yet to complete their transition to a 4 course cap, and this appears to be well within their reach and certainly within the available budget.

The role played by the central administration and the senior administration above the level of Dean, during the course of this workload transition process has not been considered helpful or encouraging by any of the parties involved. Throughout the bargaining process, up to the mediation-arbitration in which this settlement was reached, the Administration appeared to be playing something of a spoiler role – reluctantly providing costing, and inflating it when they did, and overstating the complexity of the proposed transition to a 4 course cap. And this continued after the agreement was reached and the period of plan submissions began. The central administration and the senior administration above the level of Dean, appeared slow to let go of the recalcitrant position that they had adopted during bargaining and appeared to be playing an obstructionist role in the approval of these plans, even though no role was actually envisioned for them in this process.

Nonetheless, the validity of the submitted plans prevailed, and it is expected that the same will be true for the remaining four Schools/Departments.

#### Ryerson Student Faculty Ratio

As has been stated in previous newsletters, concerns about the under-resourcing of Ryerson's scholarly endeavours remain.

The 2015-2016 data released by the Ministry of Training, Colleges and Universities, show that at Ryerson the full-time student- full time faculty ratio had increased to 44.4:1 from 42.4: 1 a year before.

This ratio of 44.4 full-time students to each full-time faculty member is the highest in all of Ontario.

The average for Ontario is shown as 32.8:1. The other Toronto universities have considerably lower ratios than Ryerson, with U of T at 33.6:1, York at 33:1, and OCADU at 30.2:1.

In the 2016-17 academic year Ryerson has exceeded its contractual limits on the combined number of CUPE and LTF members employed as a proportion of the University's approved complement. This is despite the fact that this limit was increased in 2016 from 28% to 31.5% as part of the RFA contract settlement.

Also, Ryerson is travelling extremely close to the line in terms of maintaining the minimum number of tenure stream faculty that it is required to maintain as a proportion of the University's approved complement.

All of these statistics point to the fact that the need for an increase in the number of tenure-stream positions should surely form part of Ryerson's immediate strategic thinking.

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

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

### H&S Awareness course on D2L

The Mandatory eLearning course will soon be available on your D2L Brightspace link. Once finalized, 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](http://my.ryerson.ca) portal and click on your courses in D2L Brightspace link.

The [Mandatory eLearning course](#) will be displayed on your course list as follows:

The left screenshot shows the D2L Brightspace user interface for Habiba. Under the 'My Courses' section, there are filters for Role, Semester, and Department. Below these, the 'Organizations' list includes 'Mandatory eLearning - org\_staff\_mandatory\_training' which is highlighted in yellow. The right screenshot shows an announcement titled 'Welcome to Ryerson University's mandatory eLearning for employees!' with a 'Table of Contents' link. The announcement text states: 'All Ryerson employees are required to complete some basic online learning to ensure compliance with public legislation and internal policies. When you complete a mandatory eLearning course, please provide a copy of the certificate of completion to your supervisor to be tracked and stored in your department employee file. To access all mandatory eLearning for employees, click "Content" on the top right navigation bar. From there, use the "Table of Contents" left navigation to select the eLearning you wish to complete.'

The mandatory eLearning course covers three main areas: Accessibility (AODA), Violence and Harassment prevention, and Environmental health and safety awareness.

The screenshot shows the 'MANDATORY ELEARNING' course page. At the top right, there is a link for 'About Copyright'. Below the course title, there are navigation tabs for 'Content', 'Progress', 'Quizzes', and 'Certificates'. A search bar is present for 'Search Topics'. On the left, there are links for 'Bookmarks', 'Course Schedule', and 'Table of Contents' (which is selected and shows a count of 5 items). Below these are three main sections: 'Accessibility (AODA) training' (1 item), 'Violence and Harassment Prevention' (1 item), and 'Environmental Health and Safety Awareness' (3 items). The 'Table of Contents' section is expanded, showing a progress bar at '0% 0 of 5 topics complete'. Under 'Accessibility (AODA) training', there is a sub-item 'AODA eLearning'. Under 'Violence and Harassment Prevention', there is a sub-item 'Violence and Harassment Prevention - Mandatory eLearning'. At the bottom, there is a link for 'Environmental Health and Safety Awareness'.

## Report from the Health &amp; Safety Officer...

**Safety on campus**

What to do in case you encounter concerning behaviour on campus? Please follow the one page guide below.

DISTRESSED BEHAVIOUR	DISRUPTIVE BEHAVIOUR	DISTURBING BEHAVIOUR	POTENTIAL THREATS	THREATS & VIOLENCE
<ul style="list-style-type: none"> <li>Decline in appearance and personal hygiene</li> <li>Sudden change in attitude (e.g., withdrawal, becoming unusually quiet)</li> <li>Expressed feelings of persecution, extreme distrust in people with authority</li> <li>Expression of extreme desperation over personal problems</li> <li>Coming to work or class under the influence of alcohol and/or drugs</li> <li>Decline in work performance or decline in academic work</li> </ul>	<ul style="list-style-type: none"> <li>Monopolizing discussions, interrupting other speakers</li> <li>Yelling and/or refusing to comply with direction (e.g., to leave an office or class upon request)</li> <li>Annoying contact, phone calls, or emails</li> </ul>	<ul style="list-style-type: none"> <li>Observable fascination with acts of violence and/or weapons</li> <li>Displays of unwarranted anger</li> <li>Aggressive or extreme remarks or reactions (e.g. to criticism of work or academic performance, in person or in writing)</li> <li>Sabotaging projects or equipment</li> </ul>	<ul style="list-style-type: none"> <li>Individual discloses that a current or former partner has assaulted them or has threatened to harm them in the workplace</li> <li>Individual discloses a history of violence against them</li> <li>Individual discloses they are afraid of someone coming to the University to harm them</li> <li>Persistent, unwanted, or obsessive contact or other harassment</li> <li>Threatening phone calls, emails or other correspondence</li> </ul>	<ul style="list-style-type: none"> <li>Direct threat to harm</li> <li>Challenges to fight/shoving</li> <li>Physical attacks</li> <li>Display or threat to use a weapon</li> </ul>
<p><b>WHAT TO DO</b></p> <p>Person is distressed, but behaviour is not disruptive:</p> <ul style="list-style-type: none"> <li><b>Student:</b> Refer to the Counselling Centre (CSDC)</li> <li><b>Staff/Faculty:</b> Refer to the Employee Assistance Program (EAP)</li> </ul> <p>No change in behaviour after your discussion:</p> <ul style="list-style-type: none"> <li><b>Student:</b> Report behaviour to a CSDC Counsellor</li> <li><b>Staff/Faculty:</b> Report behaviour to your Chair/Manager who will contact your Human Resources Management Consultant (HRMC)</li> </ul> <p>The individual is unwilling to seek assistance:</p> <ul style="list-style-type: none"> <li><b>Student:</b> Report behaviour to the Student Conduct Officer</li> <li><b>Staff/Faculty:</b> Report behaviour to your Chair/Manager who will contact your HRMC</li> </ul>	<p><b>WHAT TO DO</b></p> <p>Single instance of disruption:</p> <ul style="list-style-type: none"> <li>Act immediately to stop inappropriate behaviour by pulling the individual aside to clarify expectations and consequences, or ask them to leave the office/class.</li> </ul> <p>No change in behaviour after your discussion:</p> <ul style="list-style-type: none"> <li><b>Student:</b> Report behaviour to the Student Conduct Officer</li> <li><b>Staff/Faculty:</b> Report behaviour to your Chair/Manager who will contact your HRMC</li> </ul>	<p><b>WHAT TO DO</b></p> <p>CALL SECURITY AT EXT. 5040 To discuss establishing safety procedures</p> <ul style="list-style-type: none"> <li>Remain calm. Take steps to ensure your immediate physical safety.</li> </ul> <p><b>Students:</b> Report behaviour to the Student Conduct Officer</p> <p><b>Staff/Faculty:</b> Report behaviour to your Chair/Manager who will contact your HRMC</p>	<p><b>WHAT TO DO</b></p> <p>CALL SECURITY AT EXT. 5040 To discuss establishing safety procedures</p> <ul style="list-style-type: none"> <li><b>Staff:</b> Report behaviour to your Chair/Manager who will contact your HRMC</li> </ul>	<p><b>WHAT TO DO</b></p> <p>INTERNAL PHONE DIAL "80" EXTERNAL PHONE DIAL 911 For immediate assistance</p> <p>CALL SECURITY AT EXT. 5040 If reporting after the incident</p> <ul style="list-style-type: none"> <li><b>Student:</b> Report behaviour to the Student Conduct Officer</li> <li><b>Staff:</b> Report behaviour to your Chair/Manager who will contact your HRMC</li> </ul>
<p><b>NOTES:</b></p> <p>If based on human rights grounds (e.g. sex, sexual orientation, race, disability etc.) contact the Discrimination &amp; Harassment Prevention Services.</p> <p>If the complaint is about your manager, you should raise the concern with the person to whom your manager reports.</p> <p>Managers should establish emergency protocols for persons with disabilities.</p> <p>For workplace violence and harassment policies and programs visit <a href="http://www.ryerson.ca/ehss">www.ryerson.ca/ehss</a></p>	<p><b>CONTACT INFORMATION:</b></p> <p><b>Ryerson Security</b> online: <a href="http://www.ryerson.ca/security">www.ryerson.ca/security</a> email: <a href="mailto:security@ryerson.ca">security@ryerson.ca</a> phone: (416) 979-5040</p> <p><b>Student Conduct Office (SCO)</b> online: <a href="http://www.ryerson.ca/studentcode">www.ryerson.ca/studentcode</a> email: <a href="mailto:scso@ryerson.ca">scso@ryerson.ca</a> phone: (416) 979-5000, ext. 2741</p>	<p><b>Centre for Student Development and Counselling (csdc)</b> online: <a href="http://www.ryerson.ca/counselling">www.ryerson.ca/counselling</a> email: <a href="mailto:csdc@ryerson.ca">csdc@ryerson.ca</a> phone: (416) 979-5195</p> <p><b>Human Resources</b> online: <a href="http://www.ryerson.ca/hr">www.ryerson.ca/hr</a> email: <a href="mailto:hr@ryerson.ca">hr@ryerson.ca</a> phone: (416) 979-5075</p>	<p><b>Discrimination &amp; Harassment Prevention Services</b> online: <a href="http://www.ryerson.ca/equity">www.ryerson.ca/equity</a> email: <a href="mailto:dhrs@ryerson.ca">dhrs@ryerson.ca</a> phone: (416) 979-5349</p> <p><b>Employee Assistance Program: Shepell</b> online: <a href="http://www.shepellfi.com">www.shepellfi.com</a> email: <a href="mailto:info@shepellfi.com">info@shepellfi.com</a> phone: 1-866-347-2061</p>	

The one page guide is also available online at: [http://www.ryerson.ca/content/dam/healthandwellness/counselling/files/Steps-to-take%20when%20you%20encounter%20concerning%20behaviour%20-1pg-ref%20\(1\).pdf](http://www.ryerson.ca/content/dam/healthandwellness/counselling/files/Steps-to-take%20when%20you%20encounter%20concerning%20behaviour%20-1pg-ref%20(1).pdf)

Please print a copy of it and keep it in your office all the time.

Note. This one-page document is currently under review and the updated version is being prepared.

## Report from Chair, Professional Affairs - Rachel Berman

When I joined the Professional Affairs Committee as Chair in January 2017, committee members Jenn McArthur, Jennifer Clarke and Farah Mohammadi, along with Interim Professional Affairs Chair Amina Jamal, had completed their adjudication of the RFA scholarship applications. RFA scholarships were awarded to two full-time students, Fariha Sheikh, a fourth-year student in Criminology, and Tara Upshaw, a fourth-year student in Biology, and one part-time student, Aicha Jaichi, from Early Childhood Studies. The two RFA Aboriginal student awards, adjudicated by Lila Pine and Lynn Lavallee, and Amanda Thompson of Aboriginal Student Services, were awarded to Sean Stiller and Annelise Vaillancourt (for more information about RFA student scholarship awards and criteria see [www.rfanet.ca/scholarships/](http://www.rfanet.ca/scholarships/)). Congratulations to all our scholarship winners.

On March 7<sup>th</sup>, 2017, the Professional Affairs Committee, in partnership with the Equity Issues Committee, the Aboriginal Caucus of the RFA, and the Anti-Racism Coalition at Ryerson, held a stimulating and engaging panel entitled "*Resisting Trump's Agenda Against Women, Racialized and Indigenous Communities*" (for further detail see the Report from Chair, Equity).

The Professional Affairs committee is currently adjudicating submissions for the *Ryersonian of the Year*, the *Distinguished Services Award*, and the *Career Achievement Award*, the results of which will be announced at the RFA's AGM on May 3, 2017.

## Report from Chair, Professional Affairs...

This Fall, the committee looks forward to partnering again with the Equity committee to co-sponsor a panel focusing on marginalized faculty in the academy. The committee also plans to hold *lunch-and-learns* for Association members throughout the academic year where we will be looking at such issues as the Strategic Mandate Agreement, proposed changes to Ryerson's AAA Policy ([www.rfanet.ca/aaa-policy/](http://www.rfanet.ca/aaa-policy/)), Pay Equity (building on the Gender Wage Gap and Equity Forum held by the RFA in the Fall of 2016), and other pressing issues that impact, or will impact, the working lives of RFA members. Stay tuned.

**Promotion to Tenure**

Gavin Adamson - *Journalism*  
Umberto Berardi - *Architectural Science*  
Thierry Gervais - *Image Arts*  
Tomaz Jardim - *History*  
Ramona Pringle - *RTA*  
Izabella Pruska-Oldenhof - *Image Arts*  
Hossein Rahnama - *RTA*  
John Shiga - *Professional Communication*  
Sharareh Taghipour - *Mechanical & Industrial Engineering*

**Retiree**

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

- ◆ Agnes Meinhard - *Human Resources & Organizational Behavior*

President Appreciation Cocktail - March 23, 2017



*The RFA Congratulates the following Ryerson University Award Recipients*

**Sarwan Sahota Ryerson Distinguished Scholar Award**

Ruth Panofsky - *English*

Derick Rousseau - *Chemistry & Biology*

**Knowledge Mobilization & Engagement Award**

Jennifer Lapum - *Nursing*

**Social Innovation & Action Research Award**

Ben Barry - *Fashion*

Josephine Wong - *Nursing*

**Errol Aspevig Award - Outstanding Academic Leadership**

Madeline Lefebvre - *Chief Librarian*

Catherine Schryer - *Professional Communication*

**Alan Shepard Equity, Diversity and Inclusion Award**

Myer Siemiatycki - *Politics & Public Administration*

**President's Award for Teaching Excellence**

Dana Lee - *RTA*

**Chancellor's Award of Distinction**

Janice Waddell - *Nursing*

**Provost's Experimental Teaching Award**

Christopher Gibbs - *Hospitality & Tourism Management*

Vickie Van Wagner - *Midwifery*

**Provost's Innovative Teaching Award**

Marni Binder - *ECS*

**Deans' SRC Awards**

Alagan Anpalagan - *Electrical & Computer Science Engineering*

Rupa Banerjee - *Human Resources & Organizational Behaviour*

Farhad Ein-Mozaffari - *Chemical Engineering*

Ben Barry - *Fashion*

Nick Bellissimo - *Nutrition*

Colleen Derkatch - *English*

Carolyn Kane - *Professional Communication*

Richard Meldrum - *Occupational & Public Health*

Andriy Miranskyy - *Computer Science*

Horatio Morgan - *Global Management Studies*

Ali Miri - *Computer Science*

Nima Naghibi - *English*

Robert Teigrob - *History*

**Early Research Career Excellence Award**

Sharareh Taghipour - *Mechanical & Industrial Engineering*

Scott Tsai - *Mechanical & Industrial Engineering*

**Collaborative Research Award**

Judy Finlay - *Child & Youth Care*

**Deans' Teaching Awards**

Jonathon Anderson - *Interior Design*

Ebrahim Bagheri - *Electrical & Computer Engineering*

Roberto Botelho - *Chemistry & Biology*

Tara Collins - *Child & Youth Care*

Anthony Francescucci - *Marketing*

Sharonna Greenberg - *Chemistry & Biology*

Sarah Henstra - *English*

John Shiga - *Professional Communication*

Farid Shirazi - *ITM*

June Yee - *Social Work*

Fei Yuan - *Electrical & Computer Engineering*

**Deans' Service Awards**

Stephanie Cassin - *Psychology*

Farhad Ein-Mozaffari - *Chemical Engineering*

Ahmed El-Rabbany - *Civil Engineering*

Eric Liberda - *Occupational & Public Health*

Lori Schindel Martin - *Nursing*

Stephen Swales - *Geography & Environmental Studies*

Warren Wakarchuk - *Chemistry & Biology*

**Yeates School of Graduate Studies Outstanding Contribution to Graduate Education Award**

Wendy Freeman - *Professional Communication*

Deborah Fels - *ITM*

Mehrab Mehrvar - *Chemical Engineering*

Ali Miri - *Computer Science*

Candice Monson - *Psychology*

Pamela Robinson - *Urban & Regional Planning*

Krishnan Venkatakrishnan - *Mechanical & Industrial Engineering*

**Counsellor Award**

Jesmen Mendoza - *Centre for Counselling & Student Development*

**Librarian Awards**

Sonny Banerjee - *Library and Archives*

Ann Ludbrook - *Library and Archives*

## Memoriam

**David Grimshaw**

It is with great sadness that we announce the passing of Professor Emeritus David Grimshaw, of the Department of Mathematics, Physics, and Computer Science, on Tuesday, January 3, 2017. He leaves behind his loving wife of 40 years, Professor Emerita Roberta Imboden of the Department of English.

David was born in Guelph on September 12, 1940, and attended North Toronto C.I. His lifelong passion was chess, and he was a Canadian Junior Chess Champion in 1959. He studied Mathematics, Physics and Chemistry at the University of Toronto, where he also earned a Master's degree in nuclear physics.

David joined Ryerson in 1967 where he taught Physics and then Computer Science until his retirement in 2001. He was instrumental in the creation of the undergraduate program in Computer Science for which he served as Undergraduate Program Director. He also subsequently led multiple reforms and modernisations of the Computer Science program.

David was a committed leftist, participating in countless demonstrations. It was during a sit-in in protest of the anti-labour actions of Ryerson President Donald Mordell that he met his colleague, fellow activist, and wife-to-be Roberta Imboden.

For the rest of their careers at Ryerson, David and Roberta were often seen walking hand in hand on campus. They were also world travelers visiting Europe, China, Australia, South America and Cuba. Their trips were informed by their common passion for social justice and David's masterful knowledge of history.

After his retirement, David retained an avid interest in politics and world events which he interpreted with his own sly sense of humour.

David will be sadly missed by his many friends and colleagues at Ryerson.



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**

Thursday, May 3, 2017, 12 (noon) - 2:00 p.m.  
ILC, International Room

### **Disclaimer**

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

### **THANK YOU**

We would like to thank all contributors to this issue. Editors: David Naranjit and Agnes Paje  
Produced by: Stacy Stanley and Agnes Paje



## RFA DEPT/SCHOOL REPS' COUNCIL- 2017/2018

Accounting	Vanessa Magness	Interior Design	<i>Vacant</i>
Aerospace Engineering	Seyed M. Hashemi	Journalism	Marsha Barber
Architectural Science	1. Umberto Berardi	Languages, Literature & Culture	Jamin Pelkey
	2. <i>Vacant</i>	Law & Business	<i>Vacant</i>
Chemical Engineering	Chil-Hung Cheng	Library	1. M.J. Suhonos
Chemistry & Biology	1. Joe McPhee		2. Alison Skyrme
	2. <i>Vacant</i>	Marketing	<i>Vacant</i>
Child & Youth Care	<i>Vacant</i>	Mathematics	1. Chris Grandison
Civil Engineering	1. Elsayed Elbeshbishy		2. Bozena Todorow
	2. <i>Vacant</i>	Mechanical & Industrial Engineering	1. Saman Amin
Computer Science	Joshua Panar		2. <i>Vacant</i>
Counselling	Joanna Holt		3. <i>Vacant</i>
Criminology	Dan Horner	Midwifery	Manavi Handa
Disability Studies	Eliza Chandler	Nursing	1. Corinne Hart
ECS	1. Angela Valeo		2. Diane Pirner
	2. <i>Vacant</i>	Nutrition	3. Beth Swart
Economics	1. Cathy Ning		Yvonne Yuan
	2. Tsobadral Galaabaatar	Occupational & Public Health	<i>Vacant</i>
Electrical Engineering	1. Vadim Geurkov	Philosophy	1. Meredith Schwartz
	2. Lev Kirischian		2. Alex Wellington
	3. Kaamran Raahemfar	Physics	Alexander Douplik
English	1. Jonathan Rollins	Politics	1. Miriam Anderson
	2. Colleen Derkatch		2. Mitu Sengupta
Entrepreneurship & Strategy	<i>Vacant</i>	Professional Communication	Carolyn Meyer
Fashion	Henry Navarro Delgado	Psychology	1. Paul Brunet
Finance	<i>Vacant</i>		2. Maria Gurevich
Geography & Environmental Studies	1. Stephen Swales		3. Eric Hehman
	2. Richard Shaker	Real Estate	Murtaza Haider
Global Management Studies	Deborah De Lange	Retail	David Lewis
Graphic Communications	Rich Adams	RTA	1. Charles Zamaria
History	John Morgan		2. David Bouchard
	Joey Power ( <i>Alternate</i> )	Social Work	1. Susan Preston
Hospitality & Tourism	Bernard McEvoy		2. Dawn Onishenko
Human Resources	Rupa Banerjee	Sociology	1. Doreen Fumia
Image Arts	1. Dave Kemp		2. Heather Rollwager
	2. <i>Vacant</i>	School of Performance	Pavlo Bosyy
ITM	1. Jim Tam	Urban & Regional Planning	<i>Vacant</i>
	2. <i>Vacant</i>		