

The Newsletter of Ryerson Faculty Association

Fall 2018 Vol. 33 No. 1

This is my first note to the members as President of your Ryerson Faculty Association.

My term began in May 2018, and for the last six months the learning curve has been steep. In my first 100 working days I am certain that I have made 100 mistakes, and I have learned much. An important learning topic for me, is to understand better the distinction and interaction between Ryerson's corporate governance and our academic governance, which can be a source of friction that is moderated by the Collective Agreement and by grievances. One thing is certain, there is a lot to learn and do; there is never a dull day in representing over 900 RFA members at Ryerson.

Here are just a few of the topics that have kept us very busy at your RFA: the FCS arbitration award, Collective Agreement negotiations, rising number of grievances, Indigenous faculty members, Freedom of Expression, and training for Chairs & Directors, Departmental Hiring

Committees (DHCs), Department Evaluation Committees (DECs) and Faculty Promotion Committees (FPCs).

The Faculty Course Survey (FCS) arbitration award was delivered mid-summer and we have been working with the Administration to implement the directives. Jesmen and Ian will discuss this further - both have been involved deeply in this long running grievance, originally filed in 2008. Universities around the world are watching as we disassemble this outdated and prejudicial method of teaching evaluation. In our view, Ryerson has an opportunity to leap forward and demonstrate fairness and innovation in removing, rethinking and rebuilding this collection of student perceptions.

Our Collective Agreement negotiation has moved to mediation/arbitration. Ian Sakinofsky will provide more information elsewhere in this bulletin. I am grateful for Ian's leadership, experience and tenacity in these negotiations. He is ably



Ron Babin, President

supported by the members of the RFA negotiations committee who have all learned quite a lot about negotiations in the past year.

A major negotiation issue is Ryerson's capacity to teach our large student population. In the past decade Ryerson's student enrollment has exploded while the number of full time faculty members has not. Some good news here: Ryerson plans to hire over 90 new faculty members in the next year, which will keep the DHCs very busy. More faculty hiring is still needed, we will press the Administration to continue hiring at or above this level in the coming years; we have already filed a grievance regarding the low numbers of faculty members and are awaiting arbitration dates.

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Important Dates

RFA General Meeting

December 4, 2018
International Room, ILC

* * *

RFA Season/Holiday Party

December 4, 2018
Oakham House

* * *

President's Appreciation Reception

March 20, 2019
Courtyard by Marriott

* * *

RFA General Meeting

May 2, 2019
International Room, ILC

Retirees

- ◆ Margaret Buckby - *Physics*
- ◆ Richard Budny - *Mechanical & Industrial Engineering*
- ◆ Kenneth Clowes - *Electrical & Computer Engineering*
- ◆ Brian (Donall) Damude - *Image Arts*
- ◆ Elizabeth Evans - *Retail Management*
- ◆ David Greatrix - *Aerospace Engineering*
- ◆ Gerald Hunt - *HR & Organizational Behaviour*
- ◆ Paulette Kelly - *Fashion*
- ◆ Grace Luk - *Civil Engineering*
- ◆ Jean Mason - *Professional Communication*
- ◆ Katherine Penny - *Hospitality & Tourism Management*
- ◆ Judith Rogers - *Midwifery*
- ◆ Elizabeth Trott - *Philosophy*
- ◆ David Zukus - *Occupational & Public Health*
- ◆ O. Mehmet Zeytinoglu - *Electrical & Computer Engineering*

RFA List Servs

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

We wish to keep you informed!

Thank you.

Message from the President...

Jesmen Mendoza has become the chair of our Grievance Committee, a position with which I am very familiar. He and his committee members are seeing an unprecedented number of grievances from RFA members see his report for further information. You should be aware that Ryerson's HR department conducted an employee sentiment survey. The overall results show that tenured RFA professors are one of the most (and largest) dissatisfied groups at Ryerson, with the biggest concern being our disrespectful (from students, colleagues, staff/administrators) workplace.

I have no doubt that the growing number of grievances is directly related to this disrespectful work environment which is clearly identified by the survey. The Administration is now preparing plans to address the academic units identified by the survey where the situation is at its worst. One bit of good news: Ryerson faculty members report very high job engagement in their teaching and research; we enjoy what we are here to do.

Two other action items for the RFA: Ryerson's Freedom of Expression Policy and hiring of Indigenous faculty. Both topics are related to the RFA Equity Committee chaired by Tariq Amin-Khan, and we've had significant discussion on both topics at recent executive meetings. Regarding Freedom of Expression, we have provided RFA input to the Administration's draft statement and we expect to see an improved statement from the Administration at Senate on November 6th. Regarding Indigenous faculty, Ryerson needs to expand the number of Indigenous faculty members and understand how to include Indigenous approaches in teaching and SRC. A committee of RFA and Administration members began to work on this in late October.

Training for the DHCs, DECAs, FPCs etc. has been done and will continue to take place throughout the fall semester. In part, because of needed clarification on implementing the FCS arbitration, some of this training has been delayed. However, because of the acknowledged bias and flaws in the FCS, several hundred people must be trained on the issues related to interpreting FCS results. Our recommendation is to abandon the current and past FCS results completely. Unfortunately, the Administration has not accepted this recommendation.

Finally, a few words about investigations by the Administration that may involve you as a faculty member. For a variety of reasons, you may be asked to participate in an investigation, usually through a request from the office of the VPFA, or from HR, or from Human Rights Services (HRS). You always have the right to confer with us and to have an RFA representative with you in any investigation. I highly recommend that you contact us when you receive an investigation request. The volume of investigations is rising for many reasons (see disrespectful work environment comments earlier). Faculty members are increasingly targeted, and in our view, often unfairly treated during these investigations. We have a great deal of experience with these investigations and we have RFA legal support when needed; call us.

To end now on a positive note: December 4th is an RFA Day. Please come to our semi-annual meeting at noon, enjoy a lunch with your colleagues and listen to updates from the RFA executives and from me. At the end of that day, and all evening, please join us at the annual RFA party to celebrate the end of semester, the end of the year and just to enjoy ourselves before the exam season begins. Of course, more details will be forthcoming. Please save the date of December 4th as an RFA Day. I hope to see you then.

Ron Babin

Report from the Chair, Negotiating - Ian Sakinofsky

In the fall of 2017, the Negotiating Committee began preparing for the 2018 re-negotiation of the Collective Agreement. The Committee visited every department/school at Ryerson, several of them more than once.

Faculty Mood

While RFA members are clearly able to grow in their careers at Ryerson, what we found in many quarters were fairly disconsolate, and in cases disaffected, faculty members. This was not a surprise, as Ryerson's growing student enrollment without a proportionate increase in capacity and resources, as well as an increasing number of graduate programs, coupled with inadequate teaching support, was pushing many academic units beyond their limits. Facilities were reported as being ill-supported and campus conditions and security were the object of much lament. Class sizes were mushrooming, and scheduling and space difficulties appeared to be at an all-time high. Faculty members in several programs expressed anxiety at the fact that they did not feel their departments were able to provide a quality of education of which they could be proud.

All the while, the Ryerson publicity machine was continuing to pump out hyperbolic bulletins and advertisements proclaiming Ryerson's proud advances and achievements.

It was not uncommon for faculty members to express the view that the Administration had little interest in their needs or those of the students that they taught, and that the Administration's priorities were not centered on the core operation of the University. Feelings of not being respected were palpable in places and certain programs talked about feeling marginalised. Newer faculty members commented that their salaries were not competitive and that the cost of living in Toronto was impacting on their quality of life and their ability to raise young families.

This was born out by the figures that the RFA has provided to the membership, showing the student-faculty ratio at Ryerson is the highest in Ontario, and very likely in the whole of Canada. Other data provided show that Ryerson's per student expenditure on tenured faculty is the lowest in the Province, and also that Ryerson's increase in expenditure on non-faculty salaries was the highest in Ontario. As the 2018 negotiations approached, the RFA was also in the process of filing a grievance because the Administration was consistently in violation of the cap on the number of limited contract faculty that could be appointed. A grievance was also being filed alleging that the Administration had negatively modified the RFA benefit plan and was not reimbursing dental claims as provided by the plan.

The RFA Negotiating Committee informed the Administration that their mandate was to address the above, and other issues, and in fact to prevent the situation from deteriorating further.

Bargaining Protocol

At the start of negotiations in recent years, it has been the practice of the RFA and the Administration to agree on a bargaining protocol which consists of a list of conventions that the parties agree to abide by. One of the terms of the bargaining protocol which had been proposed by the Administration several rounds earlier, and had been agreed to by the parties in recent rounds, was the following:

- "RFA team may report and discuss issues with the RFA membership, but in doing so it will refer consistently to "administration positions," and will not attribute positions or comments to individual members of the Administration team.
- Administration team may report and discuss issues with the deans and the Board, but in doing so it will refer consistently to "Association positions," and will not attribute positions or comments to individual members of the RFA team."

However, this year the RFA Negotiating committee indicated to the Administration that they were not willing to include a commitment not to attribute positions or comments to individual members of the Administration team, and that they similarly would not require such commitment from the Administration with respect to members of the RFA Negotiating Committee.

Report from the Chair, Negotiating...

In taking this position, the RFA pointed out to the Administration that certain members of the Administration's bargaining team were in fact Associate Members of the RFA, and erstwhile colleagues, who are drawn from the faculty ranks, and are able to return to the ranks on completion of their term.

To the extent that they are members of the collegium, it was felt that transparency in their role as members of the Administration's bargaining team was warranted, as was warranted in the case of all of the participants in the negotiating process.

The Administration's response to the RFA was quite revealing.

After a brief moment to absorb the RFA's statement, one of the Administration members replied that it would be inappropriate to attribute any particular position or comment to individual members of the Administration team, as they were there as representatives of the Board of Governors and not in their personal capacity.

Another member of the Administration members endorsed that view, stating that due to the fact that they were there on behalf of the Board of Governors, and not in their own right, they would say things that they did not personally agree with, and therefore it would be inappropriate for anything to be attributed to them personally.

A short while later, another member of the Administration team commented that all participants would need to trust each other for there to be any meaningful progress in negotiation, and that by including the above term within the bargaining protocol the RFA would be enabling such trust.

The complete absence of a spirit of trust in the comments previously uttered by the colleagues of this individual appeared to be quite lost on this individual. It did convey a sense of the cynicism of the Ryerson administration.

The parties never signed a bargaining protocol.

Bargaining Atmosphere

During the exchange of proposals, the Administration showed little interest in the RFA's proposals, which were designed to address the declining teaching and learning environment at Ryerson, stonewalling every proposal.

While ignoring the RFA proposals, the Administration did table their own proposals. Their proposals included the creation of a managerial role for chairs/directors, a customised procedure for promotion to full professor for academic administrators above the level of Chair/Director, increasing the control of Deans in departmental decision making under the pretext of ensuring inclusiveness, and the creation of a new category of tenure-stream faculty member with a greater teaching workload than regular faculty members. This last item would roll back the advances in workload balance and teaching workload that the RFA has spent the better part of the last thirty years striving to attain,

Ryerson Employee Survey

The RFA's observations of the mood amongst faculty members was, not surprisingly, mirrored in the subsequent and recent employee survey conducted by the Administration.

The methodology and terminology employed by this survey are emblematic of the consulting tools of the corporate sector. While such an approach is possibly misplaced in a supposedly collegial university context such as Ryerson, this survey too did reflect the unhappiness of Ryerson faculty.

A central term in the survey outcome is the concept of '(dis)engagement'. This has become a rather ubiquitous and excessively used term in the world of organisational fixing. It has normative connotations and is invariably presented in the context of a particular organisational agenda. Ultimately, where 'disengagement' is identified, the remedy is not necessarily to question that organisational agenda itself, but rather to cajole increased cooperation from the disgruntled. This is very likely what we are about to observe here.

It might be noted that the faculty did not appear to be uncommitted to their occupation or their vocation as academics, but rather it is the organisation itself, i.e. Ryerson, in which they appear to have limited confidence. This was certainly not unknown to the RFA and in fact to most faculty members themselves. The question is whether it will now be acknowledged by the Administration.

Report from the Chair, Negotiating...

Faculty Course Survey (FCS) Arbitration Award

On June 28 2018, Ryerson was handed down an arbitration award which concluded a fifteen-year saga. After six years of expressing dissatisfaction with the university's faculty course survey and being unsuccessful in negotiating terms to its satisfaction, in 2009 the RFA filed a grievance over the manner in which this survey was being administered, the manner in which the data was processed, the way the data was being used, and the nature of the survey instrument itself.

Over the past next nine years, the faculty course survey became the subject of endless debate during collective bargaining negotiation sessions. Meetings were held with the administration attempting to resolve our differences on this matter. It became the subject of protracted arbitration hearings that extended over four years culminating in this June 2018 award.

The award almost entirely sides with the RFA's claims and objections as contained in the grievance. In an era where there is a growing dispiritedness within faculty associations, across Ontario and beyond, this award has had a buoying effect. The RFA has heard from many faculty associations from across Canada as well as from other countries, that have taken heart from this award. It has provided encouragement, not only because the subject of faculty course surveys has become such a widespread controversial subject, but also because this is evidence that the voice of faculty associations can still be heard.

At time of writing this report, the RFA and the Administration are still embroiled in drafting the appropriate FCS training for RFA members, particularly pre-tenure faculty members and members of DEC's and FPC's. In the RFA's view, the Administration has not been willing to embrace the spirit of the Award, and the parties have returned to the arbitrator to seek guidance on this matter. By the time you read this, hopefully these differences will have been resolved.

After reading the FCS arbitration award, RFA members have commented that, as stated in the Award, the Administration did not challenge the evidence submitted by the RFA in "any legally or factually significant way". People have wondered why the Administration dragged the RFA through this entire process, at considerable expense to both parties, if they had no intention of contesting the evidence.

The answer probably lies in the statement that this is how our Administration behaves towards the RFA as a matter of course. This is the same behaviour and attitude that we have encountered at the bargaining table during this round of negotiations, and which we have encountered before at the bargaining table.

In this may be found the reason why the RFA has again viewed it necessary to place our collective bargaining proposals before an arbitrator.

Status of Negotiations

The last bargaining update to the RFA membership was on October 18 2018. At the time of writing, there is no additional information with which to update you.

Our existing Collective Agreement expired on June 30 2018 and the provisions of the expired agreement are continuing in force. As we advised you in our update, the next scheduled dates with the arbitrator are Wednesday January 23 - Friday January 25, 2019, and Wednesday March 6 - Friday March 8, 2019. As we mentioned, the delay is unfortunate, and we are actively seeking dates with the arbitrator, earlier than January 23 2019, in order to advance the process.

Report from the Chair, Negotiating...

We would like to remind you of the dominant issues that we took to the bargaining table, and which remain key issues now. These are:

- Faculty complement, and the degree to which Ryerson is operating over capacity
- The large classes and scheduling challenges
- Inadequate TA support
- Financial exigency, layoff and redundancy for Librarians and Counsellors;
- The role and appointment of Chairs/Directors, and the inclusion of Associate Chairs and Program Directors within the Collective Agreement
- Salaries that are sector and regionally comparable in real terms. Ryerson is in sound financial shape and should be paying faculty a fair wage that is competitive with other Toronto universities
- Provisions that allow faculty to retire with respect
- Inadequate facilities, and the often unsafe and unclean environment

The members of the Negotiating Committee have been continually available throughout this ongoing process. I would like to acknowledge their constant, and it appears never-ending, commitment.

The Negotiating Committee members: *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).*

Report from the Chair, Professional Affairs - Rachel Berman

Promotions Workshop:

On Wednesday, November 21th from 12-2 PM, The Professional Affairs Committee will host a workshop entitled "*Promotion to full Professor – What you need to know.*" This session will include faculty members who have gone through the promotions process at Ryerson, a short presentation by Dr. Maureen Reed on her research on gender and promotion, and a member of the RFA Grievance committee. This will be followed by a Q & A period. Lunch will be provided and the session will be held in the International Living and Learning Centre's Paris/London room.

- 1) *The Professional Affairs committee adjudicates the RFA scholarship submissions every year. Two scholarships are awarded to full time students, and one scholarship is awarded to a part-time student. Please see the following link for more details about the award, eligibility, requirements, and scholarship applications:*

<http://www.rfanet.ca/scholarships/>

- 2) *Two scholarships are awarded to Aboriginal students, one undergraduate student and one graduate student. Please see the following link for more details about the award, eligibility, requirements, and scholarship applications:*

<http://www.rfanet.ca/scholarships/>

Scholarship application deadline: Monday November 19, 2018.

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

It has been a busy start to this Fall's academic term! In total, nine new grievances have been filed with the Administration, and they are in various stages in our grievance procedures since September. The majority of the new grievances filed have been either in promotion denials, or unjust disciplines. Launching these new grievances have been done not only to support our affected members, but also to protect our processes and values articulated in the collective agreement.

Apart from the nine new grievances filed, I am also happy to report that three grievances filed in early 2018, reached a resolution. Of these three grievances, two reached a settlement before the summer hiatus began, while the other was settled by the end of September. However, there continues to be an additional 13 active grievances, that are also in various stages in the grievance procedures or are headed towards arbitration. The Association is working diligently to find resolution to these matters in a timely way.

One more issue to mention is with respect to the Kaplan Award regarding Faculty Course Surveys (FCS). We continue to meet with the Administration to ensure that the award is being implemented properly, such as a joint committee being formed to consider and revise the current FCS. What's important to note about this award is that although it arose from an interest arbitration that only applies to our Collective Agreement, it has had an impact on our sector. At a recent meeting of grievance officers at the Ontario Council of University Faculty Associations, some member associations reported that their respective university administrations initiated discussions to discuss revising their own student evaluations of teaching. With respect to this Award, I wanted to acknowledge Sophie Quigley and Ian Sakinofsky, who have worked hard to represent our interests, and especially to Sophie who has provided incredible leadership as the Grievance Officer for this grievance and matters, like the Award implementation, that have flowed from it. Sophie and Ian, I am very grateful for your continued participation with this important issue to our members.

Finally, not all issues that members bring forward to the Association become a grievance. The Association works diligently to take reasonable steps at resolving a member's issue(s) under dispute. Currently, the RFA is managing many cases, ranging from discrimination and civility, to tenure and promotion. We encourage all members to bring forward any concerns that they might have, no matter the size.

Grievance Committee

The purpose of the Grievance Committee is to deliberate and make recommendations as to how a particular grievance may proceed. Much thought, effort and deep listening is needed when they make their invaluable comments and recommendations to me, during our deliberations. I very much appreciate the time that each member puts into this committee. Each member has provided support without hesitation and each has readily volunteered to act as co-Grievance Officer on select matters. I want to recognize this committed and dedicated group of individuals here.

The Committee members: *Susan Cody (Professional Communication), Corrine Hart (Nursing) and Jennifer Poole (Social Work)*

Report from the Health & Safety Officer - Habiba Bougherara

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

Cannabis and Smoke Free policies

A cannabis steering committee was formed in January to determine Ryerson's response to the changes in legislation with respect to the legalization of cannabis. The focus was on harm reduction and health promotion. Two new draft policies were being penned: 1) Alcohol and Impairment, 2) Smoke and Vape Free on campus, which will prohibit smoking and vaping, including tobacco and cannabis, inside Ryerson buildings, 9 m from entrances and in vehicles. Consultation on both policies will be held with union and non-union groups. In parallel, a new website on cannabis has been developed focusing on health promotion and harm reduction for the Ryerson Community. It has information on support services, cannabis laws, rules of use on campus, and health considerations and resources. For more information, visit: <https://www.ryerson.ca/cannabis/>

Sharps Containers Pilot Project

A 6-month pilot was held from January – June 2018 that involved the Installation of 18 sharps containers in high risk washrooms across 6 buildings. At the end of the pilot project, an assessment indicated that there was positive feedback from students as well as requests for additional containers. The University is planning to have sharps containers installed in all washrooms across Ryerson.

Noise Assessment across campus

Noise assessment, including mapping and dosimetry, has been performed across campus. Testings_ were completed in the presence of students working with equipment to reflect typical conditions of the space. Noise assessment reports will be completed by the end of October and will be shared with the inspected areas.

EHS Safety Awards

Ryerson received an Honourable Mention for the 2018 Canadian Associations of University Business Officers Quality and Productivity Awards on the Office Ergonomics Program. This award celebrates administrative achievements by sharing established best practices program across Canadian Universities.

Report from the VP External - Dave Mason

I have heard that there is a curse: "May you live in interesting times."
That is certainly where we find ourselves today, living in the "Nonsense Revolution".

With this summer's change in provincial government, all things progressive, from education to labour laws (including unions), have come under attack.
While this is bad in many ways, it also points to the solution: common cause.

Right-wing, "populist", politicians attain their goals by sowing divisiveness.
This is not unique to Ontario, in 2018, nor is it new to Ontario - many of the worst plans of the Harris government of the 1990's were blunted or turned back through collective action and protest.

Many in Doug Ford's caucus are not supporters of his scorched-earth policies, and many of the PC MPPs were elected by very small pluralities (making our current situation as attributable to Liberal and NDP hubris and power-politics as to PC small-mindedness).

Report from the VP. External...

This should make these policies similarly susceptible to coordinated action.

At the micro level, this means that RFA, CUPE, OPSEU, and students must make common cause.

We have long had periodic meetings among the groups - these meetings need to become more regular and focussed.

The Political Action subcommittee of the Departmental Representatives Council will be asked to work on ideas to address expected cuts to post-secondary funding and deregulation of tuition fees.

At the local level, this means discussions among local faculty associations and labour councils - finding protests and actions that will have an impact on the PC base voters without hurting others.

At the provincial level, OCUFA will be meeting with COU, government ministries, and other labour organizations to explore broad strategies.

At the beginning of the Harris years, rotating demonstrations and work actions were quite effective (unfortunately, that effectiveness eroded political will, and later actions by that government were not resisted as effectively).

An example of creative activism is Ryerson's own <http://www.studioformediaactivism.com/> which had an event on October 30th called: "#NotMyPremier: Media Activism in Ford's Ontario". I look forward to more similar events in the near future.

Ryerson Administration and the Ontario Chamber of Commerce

The OCC was a vocal critic of Bill 148 - passed by the Liberals in 2017 - which broadly improved conditions for part-time and contract workers (such as our CUPE colleagues), made unionization of workers a little easier, and famously would have brought the minimum wage rate to \$15/hr.

The Ontario government has just brought forward Bill 47, which will undo most of those provisions.

Where this gets particularly interesting for us, is that Ryerson (along with 7 other universities and 6 colleges) is a member of the OCC.

See the article at: <https://bit.ly/2z6z3ST> published by North99 where they also have a petition to question this policy.

The RFA has asked the Ryerson administration for clarification on this issue, and we will raise it at Senate in November.

Other OCUFA News

I attended the 156th OCUFA Board of Directors Meeting on October 20-21st.

There was much discussion of various annoying behaviour of the provincial government, particularly the "freedom of expression" expectation, and anticipated funding issues.

We spent quite a bit of time discussing solidarity and its importance thereof - especially in the coming 4 years.

Mark Rosenfeld, the Executive Director at OCUFA for the last 7 years (and Associate Executive Director for the preceding 7 years) will be retiring at the end of the year.

Mike Conlon, previously Executive Director at CUFA-BC will be taking over - it looks like we'll be in good hands through these "interesting" times.

CAUT News

I will be attending the CAUT Council Meeting on November 23-25th.

CAUT's Aboriginal Academic Staff Conference successfully brought together Indigenous scholars, administrators and others on October 19-20th in Ottawa for a series of in-depth conversations on advancing Indigeni-

Report from the VP. External...

CAUT's Aboriginal Academic Staff Conference successfully brought together Indigenous scholars, administrators and others on October 19-20th in Ottawa for a series of in-depth conversations on advancing Indigenization.

They ended up with twice the attendees for which they had originally planned.

OCUFA Teaching Award of 2017-18**Ryerson University's Frankie Stewart wins prestigious OCUFA teaching award**

TORONTO – Frankie Stewart, a Professor in the Department of Mechanical and Industrial Engineering at Ryerson University, has been named one of Ontario's most outstanding university teachers by the Ontario Confederation of University Faculty Associations (OCUFA). She will receive a 2017-2018 OCUFA Teaching Award at an October 20 ceremony in Toronto, hosted by CBC's Nana Ada Duncan.

"Frankie Stewart has been a tremendous role model within the female engineering community," said Professor Judy Bornais, Chair of OCUFA's Award Committee. "She has helped countless students discover their voices and leverage the knowledge they have learned at university to make change in the world around them."

Memoriam

Norm Ferguson

Prior to our respective retirements from the Mechanical Department at Ryerson, I taught, and shared an office, with Norm Ferguson, "Norm" to faculty, staff and students. In addition to the information give in the Toronto Star obituary referenced below, Norm was active in the RFA on the then-Social Committee, where he helped organize many social events for members.

Shared by Professor Emeritus - Paul Short

FERGUSON, Norm Died peacefully at the Southlake Health Centre on March 3, 2018, surrounded by family. He was 79 years old. Norm will be dearly missed by his wife Janis Reid, his sister Penny Ferguson, his daughter Cheryl Ferguson (Barry DeLong) and his son David Ferguson (Lisa Storoz). Norm was grateful for the love of Fiona and Rick Addy, Sheena and Craig Doyle, Ian Reid and Jill and Terry Collins-Williams. He was a proud grandfather to Sydney, Mitchell, Anna, Grace, Hayley, Nicole, Emma and Ryan. Ryerson University played a major role in Norm's life. It is where, as a student, he met his first wife, Brenda, where he taught for 30 years as a Professor of Metallurgical Engineering, where he proudly presented his son David with his own business degree and where he coached his daughter Cheryl as she taught post-grad. It was also where he met Janis and her father - both fellow instructors. Norm combined his love of sports and giving back. He umpired in the Oakville Kinsmen minor softball league and served as a President, Convener and frequent Referee for Oakville minor football. In later years he proudly helped to teach people with visual impairment to sail and to ski. When Norm was diagnosed with late stage cancer in 2012, he said, "I don't even have a bucket list – I've done everything!" He had lectured in his specialized field of laser welding in distant countries. Norm and Janis had visited almost every continent on a cruise ship and enjoyed life in Ballantrae. He golfed with buddies at The Briars. He skied and sailed. He treasured friendships old and new. We will celebrate Norm's life on Sunday, March 25th at the Islington Golf Club, 45 Riverbank Dr., Etobicoke from 2:00 to 4:00 p.m. To carry on Norm's work of empowering Canadians with vision loss, we suggest donations to the Canadian National Institute for the Blind (CNIB.ca). For more information www.roadhouseandrose.com.

Published in the Toronto Star on March 15, 2018.

**Sydney Perlmutter**

His walk, his charisma and his never-ending dedication to student success are things that I will always remember about Syd Perlmutter. Early this year, the RTA community said goodbye to a dear friend.

I was one the lucky ones who sat in his classes and saw his passion first hand. He was a force and his energy never seemed to run out. Everyone loved him whether you knew him as your teacher, colleague or fellow Chair. He always knew how to lead and inspire.

In my first year as the Chair of the RTA School of Media, I made sure to find a way to honour Syd and his lifetime commitment to students by creating the Syd Perlmutter award. This award will help the RTA family keep his legacy and spirit alive.

Shared by Dean Charles Falzon.

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

Faculty of Communication and Design

Shana Almeida - *Professional Communication*

Natalie Alvarez - *Performance*

Kalli Anderson - *Journalism*

Michael Bergmann - *Performance*

Mark Campbell - *RTA*

Jane Griffith - *Professional Communication*

Anika Kozlowski - *Fashion*

Louis Laberge-Cogé - *Performance*

Adrian Ma - *Journalism*

Annie MacDonell - *Image Arts*

Danielle Martin - *Fashion*

Guang Ying Mo - *Professional Communication*

Suri Parmar - *Image Arts*

Cheryl Thompson - *Creative Industries*

Linda Zhang - *Interior Design*

Faculty of Arts

Alyssa Counsell - *Psychology*

Conely de Leon - *Sociology*

Diane Enns - *Philosophy*

Tobin Haley - *Sociology*

Zahir Kolia - *Criminology*

Damien Lee - *Sociology*

Hyunju Lee - *Economics*

Moise Nken - *Economics*

Ajay Sandhu - *Criminology*

Elham Satvat - *Psychology*

Rohan Sud - *Philosophy*

Hakan Toksoy - *Economics*

Hongbing Yu - *Languages, Literatures & Cultures*

Faculty of Science

Qinmin Vivian Hu - *Computer Science*

Miranda Kirby - *Physics*

Michael Olson - *Chemistry & Biology*

Jesse Tanguay - *Physics*

Faculty of Engineering & Architectural Science

Haitham Aboshosha - *Civil Engineering*

Mucahit Cevik - *Mechanical & Industrial Engineering*

John Maidens - *Mechanical & Industrial Engineering*

Carlo Parente - *Architectural Science*

Terri Peters - *Architectural Science*

Kourosh Zareinia - *Mechanical & Industrial
Engineering*

Faculty of Community Services

Alison Cammer - *Nutrition*

Heather Green - *Social Work*

Nicole Land - *Early Childhood Studies*

Jeffrey McNeil-Seymour - *Social Work*

Steven Rebellato - *Occupational Health & Safety*

Lyndsey Rolheiser - *Urban & Regional Planning*

Joanna Rummens - *Nursing*

Magdalena Ugrate - *Urban & Regional Planning*

Shane Young - *Social Work*

Faculty of Ted Rogers School of Management

Zachary Cox - *RTA*

Claire Qiuju Deng - *Accounting & Finance*

Annika Hillebrandt - *Human Resources &
Organizational Behaviour*

Jenna Jacobson - *Retail Management*

Mehdi Kargar - *Information Technology
Management*

André Laplume - *Entrepreneurship & Strategy*

Karen Boehnke Peesker - *Hospitality & Tourism*

Vikram Singh - *Global Management Studies*

Counselling

Maria Chapparo - *Counsellor*

The RFA Executive for 2018/19 is composed of the following members:

President	Ron Babin
Vice President Internal	Kileen Tucker Scott
Vice President External	Dave Mason
Treasurer	Carmen Schifellite
Secretary	David Naranjit
Chair, Grievance	Jesmen Mendoza
Chair, Negotiating	Ian Sakinofsky
Chair, Professional Affairs	Rachel Berman
Chair, Equity Issues	Tariq Amin-Khan
Health & Safety Officer	Habiba Bougherara
Members At Large	Anthony Francescucci

RFA General Meeting

Tuesday, December 4, 2018, 12 (noon) - 2:00 p.m.

International Room, ILC

Disclaimer

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

THANK YOU

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Produced by: Stacy Stanley and Agnes Paje



RFA DEPT/SCHOOL REPS - 2018/2019

Accounting	<i>Vacant</i>	ITM	1. Jim Tam
Aerospace Engineering	Seyed M. Hashemi Goetz Bramesfeld (Alternate)	Interior Design	2. <i>Vacant</i> Lorella Di Cintio
Architectural Science	1. Umberto Berardi 2. Carlo Parente	Journalism	Marsha Barber
Chemical Engineering	Chil-Hung Cheng	Languages, Literature & Culture	Dana Osborne
Chemistry & Biology	1. Joe McPhee 2. <i>Vacant</i> 3. <i>Vacant</i>	Law & Business	<i>Vacant</i>
Child & Youth Care	<i>Vacant</i>	Library	1. Sally Wilson
Civil Engineering	1. Darko Joksimovic 2. <i>Vacant</i>	Marketing	2. Ann Ludbrook Hamed Mehrabi
Computer Science	1. Neil Bruce 2. Alex Ferworn	Mathematics	1. Kathleen Wilkie 2. Niushan Gao
Counselling	Ruth Frolic	Mechanical & Industrial Engineering	1. Kourosh Zareinia 2. <i>Vacant</i> 3. <i>Vacant</i>
Creative Industries	Jeremy Shtern	Midwifery	Nadya Burton
Criminology	Dan Horner	Nursing	1. Corinne Hart 2. <i>Vacant</i> 3. <i>Vacant</i>
Disability Studies	<i>Vacant</i>	Nutrition	Yvonne Yuan
ECS	<i>Vacant</i>	Occupational & Public Health	<i>Vacant</i>
Economics	1. Debapriya Sen 2. <i>Vacant</i>	Philosophy	Rohan Sud
Electrical Engineering	1. Vadim Geurkov 2. Lev Kirischian 3. <i>Vacant</i>	Physics	Catherine Beauchemin
English	1. Jennifer Burwell 2. <i>Vacant</i>	Politics	1. Mike McGregor 2. <i>Vacant</i> <i>Vacant</i>
Entrepreneurship & Strategy	Ann Dulhanty	Professional Communication	1. Maureen Reed 2. Tisha J. Ornstein
Fashion	Colleen Schindler-Lynch	Psychology	David Scofield
Finance	Lu Zhang	Real Estate	Jenna Jacobson
Geography & Environmental Studies	1. Stephen Swales 2. Tor Oiamo	Retail	1. Charles Zamaria 2. Marusya Bociurkiw
Global Management Studies	<i>Vacant</i>	RTA	1. Susan Preston 2. Jeffrey McNeil-Seymour
Graphic Communications	Richard Adams	Social Work	1. Nicole Neverson 2. Jacqui Gingras
Health Services	<i>Vacant</i>	Sociology	Michael Bergmann
History	Joey Power	School of Performance	<i>Vacant</i>
Hospitality & Tourism	<i>Vacant</i>	Urban & Regional Planning	
HR & Organizational Behaviour	Maurice Mazerolle		
Image Arts	1. Dimitrios Latsis 2. Gerda Cammaer		