

## The Newsletter of Ryerson Faculty Association

Spring 2019 Vol. 34 No. 2

### Message From the President

Dear Colleagues,

Three topics have dominated the Winter 2019 semester: the Collective Agreement, Freedom of Expression and the Budget.

First, we received Arbitrator Kaplan's award on the Collective Agreement in early January. The pay increases will be processed by mid-April. The award is for two years, arriving six months after the expiration of the last contract. We begin preparation for the next round of negotiations in September.

Ian Sakinofsky's article in this newsletter will provide more details on negotiations. What is clear to me is that the negotiation process never really ends; we just take a break for a few months and then start again.

Second, the Freedom of Expression policy continues to be a topic of discussion. After much debate at the end of 2018, Ryerson has stepped back to the older FoE policy

and is still considering what revisions are needed to comply with the Government expectations. The RFA has provided plenty of advice to the Provost and our discussions are continuing.

However, the third topic has dominated our actions in the last few months. In January, the Government of Ontario announced a reduction of 10% in student tuition fees for 2019, and a freeze on fees for 2020. Ryerson receives just under half of its revenue from tuition, so this is a big reduction on the funds that Ryerson takes in. Historically, Ryerson has seen increased revenue from both a growing number of enrolled students and annual increases in tuition fees. With new government funding formulas, Ryerson will no longer continue to grow its enrollment and tuition fees will be reduced. All of this has caused quite some concern in the University



Ron Babin, President

Planning Office. We have engaged in many discussions and debates on how to manage the reduced income. The RFA position is that the University must now use some of the surplus funds retained in previous years to cushion the reduced revenue. The Provost agrees, and the reductions in spending will be spread over two years, using prior years' surpluses (Carry-forwards) to minimize the reductions. However, the impact of the Government funding will not be fully known until mid-April, when the provincial budget is announced. The RFA is committed to holding the Administration accountable for equitable management of our funds.

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### Important Dates

**RFA General Meeting**  
May 2, 2019

\* \* \*

**RFA Season Opener**  
September 2019  
Location: TBA

\* \* \*

**RFA General Meeting**  
December 5, 2018  
International Room, ILC

\* \* \*

**RFA Season/Holiday Party**  
December 5, 2019  
Oakham House

### Peter Danziger - New Executive

Peter Danziger is returning to the RFA Executive as the VP, Internal. He was previously the President of the RFA.

### Corinne Hart - New Executive

Corinne Hart joined the RFA executive as Member at Large in January 29, 2019. She has served as a RFA School Rep from 2013 to 2019 and a member of the grievance committee from 2017 to 2018. She was also a member of the RFA political action committee during the last round of negotiations.

Dr. Hart joined Ryerson as an RFA member in 2000 in what is now the Daphne Cockwell School of nursing, having previously taught as a CUPE instructor in the Chang School. Before joining Ryerson, she was a tenure stream faculty member at York University, and a LTF at the University of Toronto. She is currently the lead for the community-focused third year of the Ryerson, Centennial and George Brown Collaborative Nursing Degree Program. She teaches in both the Collaborative and Post-Diploma Programs, and supervises Masters thesis students in the School of Nursing.

Corinne completed her Doctorate in community/public health at the Dalla Lana School of Public Health. She currently functions as an academic fellow at the Center for Critical Qualitative Health Research at the University of Toronto. Her scholarly work focuses on teaching and learning to “do” critical qualitative research and power relationships in professional care work.

### RFA List Servs

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

We wish to keep you informed!

Thank you.

## From the President....

We do know that increased students and the growing revenue of the last decade have resulted in a University that is beyond capacity. We can point to many measures, such as the ratio of students to faculty, the classroom utilization rate, the space available per full-time student, the library spend per student, and Ryerson stands at the extreme compared to other Universities. Although our revenue is at an all-time high, we are constrained in our capacity to deliver a quality education to our students. As spending is reduced in the next two years, Ryerson cannot cut its core capabilities. In the opinion of the RFA, spending reductions must be maximum on the administrative side, and minimum on the education side. Otherwise, what's the purpose of a University?

By the time you are reading this report, you should be finished with the Winter semester, and hopefully the weather is much warmer than the harsh winter now past. I wish you all a pleasant summer and look forward to seeing you in the Fall.

One last note: in 2019 the RFA turns 50 and we will celebrate this milestone at the social event on May 2nd. Although Ryerson was not a University in 1969 when the RFA began, amongst Canadian universities today the RFA is probably the oldest unionized faculty association. Many have followed our early lead.

## Report from Chair, Grievance - Jesmen Mendoza

The grievance portfolio continues to be busy, since I last made a report to the membership. I'm happy to report that six grievances are proceeding towards settlement, if not already settled by the time this bulletin is published. Despite these successes, there still remains 21 active grievances at various stages of our grievance procedures. The Association continues to work diligently in finding resolution to these matters in a timely way.

There is one grievance that is of special interest to our membership that is worth mentioning here. This grievance involves the Administration's unilateral change to our group insurance benefits. The Association has come to understand that the Administration had made arbitrary changes with our third-party benefits provider on the reimbursement formula on certain dental procedures (mainly implants) and medical equipment. The Association did discover that our benefits plan in 2016 were changed from the plan in 2014. In the Association's own investigation, did we also discover members not being properly reimbursed. Despite conversations with the Administration to settle our concerns informally, and grievance presentations being made, we have had to refer this to arbitration. I will keep the membership informed as this arbitration continues to unfold.

Finally, to remind the membership, not all issues that members bring forward to the Association become a grievance. Again, the Association works diligently to take reasonable steps at resolving a member issue(s) under dispute. The RFA encourages all members to bring forward any concerns that they might have, no matter the size.

Much effort and deep listening is needed when the RFA Grievance Committee makes their invaluable comments and recommendations during our deliberations on how grievances should proceed. Each member has provided support without hesitation and each has readily volunteered to act as co-Grievance Officer on select matters.

**Report from Chair, Grievance....**

Earlier this Winter term saw the departure of Corrine Hart, who has left to become the RFA's member-at-large on the Executive. The Committee congratulates Corrine, on this new role! As of this May, the Grievance Committee will see the departure of Susan Cody, our current Vice-Chair. Susan, will be missed! Additionally, Jennifer Poole continues her term for this upcoming year and the Committee is grateful to have her continue! Additionally, the Grievance Committee will be welcoming three new members: Maureen Reed, Tisha Ornstein and Nadya Burton this May. Jennifer and I look forward to working with them for the 2019-2020 year! And finally, special mention must be made to Andre Foucault, our Director of Labour Relations, along with Shiraz Vally, Labour Relations Officer, who help in the day-to-day grievance affairs handlings. Their assistance and vast knowledge is key to the effectiveness of our Grievance Committee.

**Summary**

The Grievance portfolio of the RFA has continued to be quite active since the fall, as it seeks out resolutions on all the cases and grievances that have come its way. In closing, the Association, as well as myself, do not ever hesitate in protecting our Collective Agreement. If you have a concern or believe a violation of our Collective Agreement has occurred, please do not hesitate to contact the RFA office. We look forward to assisting all our members

**Report from Chair, Negotiating - Ian Sakinofsky****The 2019 Arbitration Award**

On January 28 2019 an arbitration award was issued by Arbitrator Kaplan.

The Award is a 2-year contract renewal, with some adjustments to the Collective Agreement, with an expiry date of June 30, 2020.

Arbitrator Kaplan's award includes across the board salary increases of 2% per annum effective on July 1, 2018 and July 1, 2019, respectively, as well as the payment of an annual CDI of \$3250 effective on September 1, 2018 and September 12, 2019, respectively. The arbitrator also awarded the faculty association funds for a contribution to a post-retirement benefit-fund and to address the gender pay gap, as well as awarding a voluntary retirement incentive.

The Award is effective July 1, 2018, and all salary changes and retroactive pay for RFA members that are triggered by this Award will be included in the April 15, 2019 monthly pay.

A comprehensive review of the Award was sent to the RFA membership on February 28 2019.

The Collective Agreement is currently being edited to incorporate the changes contained in the Award. It is hoped that the new Collective Agreement, with an expiry date of June 30, 2020, will be distributed to the membership by the end of April 2019 or shortly thereafter.

## Report from Chair, Negotiating....

Once the new Collective Agreement is signed and circulated the term of office of the current negotiating committee comes to an end. Due to the fact that it is almost the commencement of another bargaining year, a successor committee will need to be elected. The new committee will begin its bargaining preparation in Fall 2019 and presumably bargaining will commence in April 2020, in anticipation of the June 30, 2020 expiry date.

### The Administrative Climate at Ryerson

The experience of the Negotiating Committee during the 2018/19 bargaining round was of an Administration with little interest in collegial governance, or the ideals of an academic institution. The challenges faced by RFA members at Ryerson include: an exceptionally high student faculty ratio; inadequate teaching support; inadequate facilities; scheduling frustration; inequitable treatment of RFA librarians and counsellors; and low morale and organisational dysfunction with respect to the expectation of chairs/directors and associate chairs/directors.

These challenges did not appear to be on the mind of the University administration during the bargaining Process.

What the Negotiating Committee encountered was an extremely corporate approach to maximising the yield generated by available revenue, while managing the optics to the outside world, and buffering the control and authority wielded by members of the University administration.

### The 2019 Ryerson budget process.

This same lack of interest in the academic (including pedagogic) and collegial ideals of Ryerson faculty members has been displayed in the reactionary approach that the University is taking to the preparation of the 2019 university budget. This 2019 budget process has bearing on the negotiating process in two ways.

Firstly, the consternation that this budget is causing faculty members is something of a distraction from the ongoing bargaining agenda and the organizational building opportunity that bargaining represents.

Secondly, within the context of the budget preparation process, the Ryerson administration has demonstrated an extremely condescending approach to the roles fulfilled by academic units and performed by the faculty members within the academic units. There is a distinct sense that the Administration has displayed a noticeable disrespect for the integrity of academic programs. There are reports of proposed budget cuts that threaten the integrity and in some cases the continuation of programs. These are activities and goals to which the faculty, and one would hope the University, are committed.

Ryerson has been able to build a reputation based on the quality and commitment of the programs provided by the various academic units within the University. In its approach to the 2019 budget the Administration appears to be taking for granted whatever it takes to support and maintain sound programs. There is a danger that the blunt approach taken by the Administration in reducing courses and maximizing class sizes will suffocate the lifeblood of the University.

This approach to the budgeting process, taken by the University administration, is an extension of the approach adopted at the bargaining table. At the bargaining table, there was no interest in the proposals brought forward by the RFA and no willingness to engage in negotiating solutions to the challenges being faced by faculty members and by the university as a whole.

## Report from Chair, Negotiating....

### Reflections in the Wake of the Award

The Arbitration Award does provide the RFA with an opportunity to positively position itself going forward.

There were items that the RFA took to the bargaining table that are not addressed by this Award. Foremost amongst these are the provisions of Financial Exigency, and Layoff and Redundancy terms for RFA Librarians and Counsellors, as are provided for all other RFA members.

Other priorities that the RFA addressed at the bargaining table were the following:

- \* faculty complement
- \* the role and appointment of chairs/directors
- \* the large classes and scheduling challenges
- \* inadequate TA support
- \* the inadequate facilities, the often unsafe and unclean environment
- \* the inclusion of associate chairs and program directors within the Collective Agreement
- \* the tremendous degree to which Ryerson is operating over capacity

As was reported to the RFA membership at the time that the Award was received, these issues were not traded away or even set aside. Even though they may not have been addressed by the Award, they are all still live issues.

Subject to the mandate given to the incoming bargaining committee, these issues will carry over into the next round of bargaining as if they are ongoing issues.

The Award concluded the bargaining process without determining the majority of the issues that the parties brought to the bargaining table, while still leaving them open. As such, it provides a pause in the process, while sparing the membership the impact of the stance adopted by the Administration.

The RFA now has an opportunity to review with the membership the nature of the Administration's responses to the RFA proposals during this last round of bargaining. The RFA also has the opportunity to share with the membership the nature of proposals that were brought by the Administration to the bargaining table.

Where the Administration has shown itself to be shallow or autocratic this can be appreciated by the membership. Positive alternatives can be formulated, and the Negotiating Committee can be provided with an informed mandate to pursue at the bargaining table.

It is suggested that such an approach might form a component of the RFA's strategy as it prepares for the commencement of bargaining in April 2020.

## Report from Chair, Equity Issues - Tariq Amin-Khan and Lila Pine

### Equity Committee Members

The Equity Committee welcomes two of its newest members: Lynn Lavallee, Social Work, and Anne-Marie Singh, Criminology. Our heartfelt thanks go out to Jenny Carson, History, and Jennifer Burwell, English, who have generously given countless hours to the Equity Committee. We are sorry to see them go. Tariq Amin-Khan, Politics, continues to Chair the Equity Committee. Lila Pine, RTA School of Media continues her work with the Equity Committee.

### “Free Speech”

We reported in last Fall’s Bulletin about the RFA and the Equity Committee’s concerns with the Ford government’s directive of August 30, 2018, to universities and colleges on developing a “free speech policy” by January 1, 2019 (<https://news.ontario.ca/opo/en/2018/08/upholding-free-speech-on-ontarios-university-and-college-campuses.html>). Of much concern to the Equity Committee has been the directive’s push to (i) forbid protests that “obstruct or interfere” with speech – without problematizing speech that harms or is hateful; and (ii) penalize through punitive action those who are caught by the stipulation mentioned in (i) without being sensitive to how their future study or career may be adversely impacted by the University’s potential disciplinary action.

Ryerson’s administration initially tried to rush through, without much consultation, a draft freedom of expression statement that did not meet the needs of students, faculty and staff. To appraise the administration of a wider sentiment of concern among RFA faculty, the Equity Committee worked with the Reps Council towards a fulsome discussion on the Ford government’s directive. Thus, at the November 28, 2019, meeting of the Reps Council, it passed the following four resolutions:

Resolution 1: The RFA [Reps Council] rejects the directive of the provincial government to have universities and colleges develop a free speech policy that would restrict protest and dissent, and undermine the university’s autonomy.

Resolution 2: Guided by Ryerson’s 2010 freedom of speech policy, BIRT any Ryerson policy regarding freedom of expression must not prevent students, faculty and staff from exercising their fundamental right to dissent and protest.

Resolution 3: BIRT, moving forward, the RFA [Reps Council] demands that any process concerning the development of a policy on freedom of expression be transparent and inclusive of all members of the Ryerson community.

Resolution 4: BIRT Ryerson, in developing policies, takes into consideration the potential for harm and the impact on marginalized persons of our community, and centers their health and well-being. As a consequence of these developments and students’ protest, more notably, the Ryerson administration shelved the draft freedom of expression statement, and decided in favor of a more meaningful consultative process on the University’s response to the Ford government’s directive.

### Joint Committee on Indigenous Hires

The University Administration and the Association agree on the importance of substantially increasing the number of Indigenous faculty as part of Ryerson’s response to the Calls to Action by the Truth and Reconciliation Commission (TRC) of Canada. Both parties acknowledge that a series of proactive measures are required to achieve this objective. To that end we have established a joint committee on Indigenous hires. Our goal is to revisit the entire life cycle of Indigenous faculty members with an Indigenous lens, which includes developing a process to recruit and appoint Indigenous faculty members to tenure track positions. We are establishing mechanisms to recognize, support and encourage Indigenous knowledge and scholarly and creative activity as equivalent to other types of conventional academic knowledge and scholarly and creative activity, up to and including PhD equivalency. The two Indigenous members of the Equity Committee, Lynn Lavallee and Lila Pine are members of this joint committee.

### Up Coming

Stay tuned for a public forum on mental health in the academy.

## Report from Services Committee

The Services Committee planned and held a number of events during the Fall 2018 and Winter 2019 semesters. The RFA Opening Party was held at the old location of the Science Discovery Zone (159 Dalhousie St.) on October 2, 2018. We had a second event on November 1 in the Thomas Lounge at Oakham House. Both were well attended, with hors d' oeuvres, a veggie tray, and other finger foods served at staggered times to ensure that as many people as possible could enjoy some food. The usual array of alcoholic and non-alcoholic beverages were available.

Our major event of the year, the RFA Season/Holiday Party, was held on December 4, 2018 at Oakham House. We welcomed approximately 305 people including RFA members, retirees and guests. This year our theme was "A World of Wonders", with our décor, music and images reflecting the natural and historical wonders of our world. We slightly adjusted the themed food stations and dessert offerings for the event. Sit-down dining was available in the Oakham Lounge on the upper level. Also in the Oakham Lounge, for the first time at this event, we created a dance floor, and later in the evening some of our fellow faculty and/or guests were actually spied busting a few of their dance moves! On behalf of the committee, I would again like to thank the staff at Oakham House and our student registration/setup team for helping to ensure the success of this event. Mark your calendars as the **2019 event will be held on Thursday December 5** from 5:00-10:00pm!

On March 5, 2019, our first event of the winter semester was held in the new digs of the Science Discovery Zone on the third floor of the newly finished Centre for Urban Innovation (44 Gerrard St.). The format was the same as our mixers in the fall semester with finger foods and a wide selection of beverages.

Please mark your calendars for our final two events of the 2018-19 academic year. A mixer will be held in the Oakham Lounge at Oakham House on April 9 from 5:00-10:30 PM. There will also be a celebration of the 50th anniversary of the RFA on May 2, the same day of the RFA General Meeting. More details of these events will follow.

We would like to thank Tor Oiamo (Geography) and Maria Jung (Criminology) for their dedicated service to the committee. After many enjoyable years on the Services Committee co-chairs Gerda and Martin are stepping down after our May event, as both of us will be on sabbatical next academic year. We are leaving the committee in the capable hands of Tor and Maria who, along with a returning Bryan Koivisto (Biology and Chemistry), will be holding the reins next year. We would like to encourage other faculty members, especially new members, to consider serving on this committee. Details are available from the RFA office.

Committee Members: *Gerda Cammaer (Image Arts) Co-chair, Martin Greig (History) Co-chair, Tor Oiamo (Geography), Maria Jung (Criminology)*

## Report from Chair, Professional Affairs - Rachel Berman

### **Workshop on Promotion to Full Professor available on-line**

On Wednesday, November 21<sup>st</sup>, 2018 from 12:00-2:00 pm, The Professional Affairs Committee hosted a well-attended workshop entitled "*Promotion to full Professor – What you need to know.*" This session is available as an online video to RFA members. Please log in at <https://www.rfanet.ca/>

### **RFA scholarship winners for 2018**

The Professional Affairs Committee adjudicates RFA scholarship applications. The committee received a record number of applications for the full-time student scholarship awards in November 2018. Given that we had 75 applications, whereas in the past we may have had 10, the RFA agreed to contribute additional funds to allow for three one-time only full time student awards to be granted for 2018.

## Report from Chair, Professional Affairs....

Going forward, the PA committee is looking into increasing both the funding and the number of awards, and making this an on-line application process.

We are pleased to share the winners of the Indigenous Student Award winners, the Part-time Student Award winner, the Full-time Student Award winners, and the One-Time-Only (O-T-O) Special Award winners here and on our website.

Please note the Indigenous Student applications are adjudicated by the RFA Indigenous Bursary Committee made up of the following individuals: Allison Urowitz: Director of Development from the University Advancement Office Ryerson University; Diane Simone: Aboriginal Learning Support Facilitator from Ryerson Aboriginal Student Services; Dr. Cyndy Baskin: Associate Professor, School of Social Work/Chair Aboriginal Education Council/Academic Coordinator, Certificate in Aboriginal Knowledges and Experiences; and Samantha Mandamin: Aboriginal Academic Support Advisor, Ryerson Aboriginal Student Services.

We are currently accepting nominations for the Career Achievement Award, the Ryersonian of the Year Award, and the Distinguished Service Award. Winners are announced at the AGM in May. **Please return completed nomination package to the RFA Office, KHS-46 by 4:00 p.m., Monday, April 1, 2019.** More information, including a list of past recipients, can be found on the RFA website at

<https://www.rfanet.ca/awards/>

### ***Professional Affairs Workshop ideas for Fall 2019***

We are gathering ideas for a PA workshop for Fall 2019. Currently, we are considering one of the following: Civility in the Academy, Gender Equity in the Academy

Please contact [rcberman@ryerson.ca](mailto:rcberman@ryerson.ca) with your ideas regarding these, or other possible, topics.

## Report from VP Internal by Ron Babin, for Peter Danziger

The Winter semester has been active for the Representatives Council, with four monthly meetings. Peter Danziger has returned to the RFA to chair the Reps Council, taking over as VP Internal after Kileen Tucker-Scott's retirement from Ryerson in December. Ron Babin has filled-in as temporary chair while Peter is completing a year-long sabbatical.

Gender Equity and the Ryerson budget have been key Reps discussion topics this winter. The Ryerson budget cuts have been extensively discussed at the Reps Council and are reported elsewhere in this newsletter.

Gender equity for RFA members, including many issues in addition to compensation, requires ongoing attention at Ryerson. At the February meeting, the Representatives passed a motion to create an ad-hoc committee to consider the process of assigning monies to the gender anomalies process and to explore future directions for gender pay equity and wider gender equity issues. A first meeting of the newly formed Gender Equity Committee was held on March 25<sup>th</sup>, coordinated by Maureen Reed and Joey Power. The attendees discussed several Ryerson gender equity issues, including pay & pension, workplace life, tenure & promotion, knowledge dissemination and the need for qualitative and quantitative data analysis. The committee asks all RFA members affected by gender discrimination to identify and prioritize issues and to "provide insight on how they feel a resolution should be approached."

Please contact Maureen ([mreed@ryerson.ca](mailto:mreed@ryerson.ca)) or Joey ([jpower@arts.ryerson.ca](mailto:jpower@arts.ryerson.ca)) for further information .

**Report from the Health and Safety Officer - Habiba Bougherara**

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

**Smoking and Vaping Policy Update**

The Smoking and Vaping policy was recently approved. The Kerr Hall Quad will be added as a smoke-free location on campus. Indigenous cultural practice will still be allowed and are exempt from this policy. More information about the rules for cannabis use on campus can be found at

<https://www.ryerson.ca/cannabis/rules-for-use-on-campus>.

**Emergency Preparations and Processes**

The Joint Health and Safety Committee (JHSC) requested clarification on the site's Emergency preparations and process during an emergency situation as it pertains to a lock down situation. The committee was advised that internal changes to calling 9-1-1 directly were made effective in the Fall 2018. The committee is awaiting campus safety for more information on the current procedures and next steps.

**Chemical safety, laboratory safety, and Standard Operating Procedures**

EHS has updated its key 3 key resources manuals, including Chemical Safety Manual, Laboratory Safety Manual, and Laboratory Standard Operating Procedures (SOPs), to ensure students, faculty, and staff members are able to learn and work in a safe environment, and also to assist to implement safe work practices. The updated manuals are now available on Ryerson's google docs via the following links:

[https://docs.google.com/document/d/1YwuhVNgi5tcOSzmK1XEKbjt8o2B68L\\_0hK-nI3-hsGM/edit?usp=sharing](https://docs.google.com/document/d/1YwuhVNgi5tcOSzmK1XEKbjt8o2B68L_0hK-nI3-hsGM/edit?usp=sharing)

[https://docs.google.com/document/d/1Y9du\\_FP\\_xpF0jOdjxZnTGPIKvWG97YQVHDTQ3lsB1Vc/edit?usp=sharing](https://docs.google.com/document/d/1Y9du_FP_xpF0jOdjxZnTGPIKvWG97YQVHDTQ3lsB1Vc/edit?usp=sharing)

[https://docs.google.com/document/d/1GoSfrvBJA2OaDZQcR2cW9iFZtZ9dODTIZF79v\\_3y-Ac/edit?usp=sharing](https://docs.google.com/document/d/1GoSfrvBJA2OaDZQcR2cW9iFZtZ9dODTIZF79v_3y-Ac/edit?usp=sharing)

**Online Safety Data Sheet System (Chemwatch)**

Ryerson's Online Safety Data Sheet (SDS) database is a more comprehensive database and has the capability of producing Gold SDS which is more detailed as compared to standard manufacturer/vendor SDS. It is recommended that users transition to using the online system versus paper copies in binders. Chemwatch SDS Database can be accessed using the following link.

<https://jr.chemwatch.net/chemwatch.web/home>

**H&S Awareness course on D2L**

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

*The RFA Congratulates the following Ryerson University Award Recipients*

**Sarwan Sahota Ryerson Distinguished Scholar Awards**

Trevor Hart- *Department of Psychology*

Mehrab Mehrvar - *Department of Chemical Engineering*

**Collaborative Research Award**

Josephine Wong - *Daphne Cockwell School of Nursing*

**Early Research Career Excellence Award**

Shelagh McCartney - *School of Urban & Regional Planning*

**Knowledge Mobilization & Engagement Award**

Candice Monson - *Department of Psychology*

**Social Innovation & Action Research Award**

Rupa Banerjee - *H.R. & Organizational Behaviour*

**President's Award of Teaching Excellence**

Jasna Schwind- *Daphne Cockwell School of Nursing*

**Provost's Experiential Teaching Awards**

Judy Finlay - *School of Child & Youth Care*

Richard Lachman - *Faculty of Communication & Design*

**Provost's Innovative Teaching Award**

Tae Hart - *Department of Psychology*

**Alan Shepard Equity, Diversity & Inclusion  
Employee Awards**

Tracy King - *Human Resources*

Kathryn Underwood - *Faculty of Community Services*

**Chancellor's Award of Distinction**

Medhat Shehata - *Civil Engineering*

**Errol Aspevig Award for Outstanding Academic  
Leadership**

Maurice Roche - *Department of Economics*

Pamela Sugiman – *Faculty of Arts*

**Librarian Award**

Cecile Farnum - *Library Learning Services*

**Counsellor Award**

Sonny Wong - *Faculty of Arts*

**Dean's Scholarly, Research & Creative Activity Awards**

Saman Hassanzadeh Amin- *Dept. of Mech. & Indus. Eng.*

Costin Antonescu – *Department of Chemistry & Biology*

Martin Antony - *Department of Psychology*

Jennifer Burwell - *Department of English*

Jonathan Farrar- *School of Accounting & Finance*

Farrokh Janabi-Sharifi - *Department of Mech. & Indus. Eng.*

Dimitrios Latsis - *School of Image Arts*

Stephanie Melles - *Department of Chemistry & Biology*

Pawel Pralat – *Department of Mathematics*

Thomas Tenkate - *School of Occupational & Public Health*

Sandra Tullio-Pow - *School of Fashion*

Ian Young - *School of Occupational & Public Health*

Morteza Zihayat Kermani- *ITM*

**Deans' Service Awards**

Patrizia Albanese - *Department of Sociology*

Annette Bailey - *School of Nursing*

Catherine Ellis - *Department of History*

David Hunter - *Department of Philosophy*

Yuanshun Li- *School of Accounting & Finance*

Shelagh McCartney - *School of Urban & Regional Planning*

Isaac Woungang - *Department of Computer Science*

**Deans' Teaching Awards - Faculty (RFA)**

Lydia Chen - *Department of Chemistry & Biology*

Marianella Collette - *Dept. of Languages, Lit., & Cultures*

Andrew D. Furman - *School of Interior Design*

Tom Griffin - *School of Hospitality & Tourism Mgmt.*

Julian Hasford - *School of Child & Youth Care*

Farrokh Janabi-Sharifi - *Dept. of Mech. & Industrial Eng.*

Raffi Karshafian - *Department of Physics*

Laleh Samarbakhsh - *School of Accounting & Finance*

Brennan Thompson - *Department of Economics*

Eva Woyzbun - *School of Professional Communication*

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

Anthony Bonato - *Mathematics*

Marta Braun - *Film & Photo. Preservation & Coll. Mgmt.*

Suzanne Fredericks - *Nursing*

Claire Oswald - *Environmental Applied Science & Mgmt.*

**RFA Scholarship Winners**

***We would like to congratulate all of the 2019 RFA  
Scholarship Winners:***

**RFA Full-Time Scholarship Winners:**

- Hannah Stahl
- Salle Anteneh

**Special RFA Awards Winners:**

- Victoria Maxwell-Turanski
- Andy Lessard
- Daniel Clarkson Fisher

**RFA Part-Time Scholarship Winners:**

- Meghan Hogg

**RFA Aboriginal Scholarship Winners:**

- Vanessa Nicolson
- Jenna Barnhardt

**Retirees**

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

- ◆ Kileen Tucker Scott - *Nursing*
- ◆ Ronald Pushchak - *Occupational and Public Health*
- ◆ Madeleine Lefebvre - *Electrical Engineering*

## Memoriam

**Susan Barnwell**

On January 27<sup>th</sup>, 2019 we lost the longest serving faculty member in the School of Fashion. Sue Barnwell joined Ryerson in 1974 and responded to any general discussions about *other* people retiring from our department with an evasive smile and a defiant glint in her eye.

Sue was an artist, earning a diploma in ceramics from the Stafford College of Art in the UK. She was a master at visualizing in 3D and transitioned into a career as a costume designer for theatre and television production in London before marrying her husband Maurice in 1967 and immigrating to Canada. She was fascinated with Asian culture and worked as a fashion editor in Hong Kong and later taught at Hong Kong Polytechnic before settling into her career in the School of Fashion at Ryerson.

She initially taught courses in fashion design and clothing construction. Lively discussion about proper construction techniques for a lap zipper stifled Sue. So her loading requests evolved toward courses where she could encourage students to be creative, she loved to assign “wild cards” to push students’ ingenuity and had students designing clothing using only rectangular pattern pieces long before zero waste came into vogue. After finishing her MA in Interdisciplinary Studies at York, she began teaching courses in costume and design history. She worked with a colleague to create patterns of three 18<sup>th</sup> century dresses from the Royal Ontario Museum collection. For over 24 years, countless students from Ryerson and OCAD learned history of design from Sue and her husband Maurice during organized study tours that alternated between Europe and Asia during the month of May. She nurtured her creative spirit as a jewelry designer, specializing in Lucite, which she sold under her brand *Flying Frog* at the **One of a Kind Show**.

Sue’s research focused on diverse and marginalized populations, including aging people in Tokyo, sex trade workers in Toronto and breast cancer survivors at Princess Margaret Hospital. She was particularly proud of the design patent she received with two colleagues for a modular handbag that incorporated a sling that allowed women with lymphedema (a condition common to breast cancer survivors) to rest their arm inconspicuously. Her most recent research harnessed her passion for a particular Japanese designer into a book with the working title, *Issey Miyake: One hundred Garments; Six Countries; One Woman*. I have little doubt that Sue was grinning ear to ear when Maurice received a sympathy card from the Miyake Studio. As Ben Barry, Chair of the School of Fashion so aptly stated in his message to students and faculty in our School, “Sue injected a culturally diverse, creative and radical approach to fashion design and fashion history, her love of design was infectious... It will continue to inspire us”.

*Sandra Tullio-Pow*

## Memoriam

SUSAN BARNWELL (née Bennett) My beloved wife died on January 27, 2019 in Mount Sinai Hospital Toronto. Many thanks to all the doctors and nursing staff that valiantly tried to save her. Sue was a graduate of the ceramic program at Stafford College of Art before moving to London. Sue married Maurice Barnwell and immigrated to Canada in 1967. For 40 years, she taught in the fashion program at Ryerson University, the last decade as a full professor in the School of Fashion. Sue is survived by her husband (and best friend) Maurice; daughter Tiffany; grandson Camden, and brother Peter. Published in The Globe and Mail from Feb. 4 to Feb. 8, 2019

Susan was my Professor of Fashion History of Costume at Ryerson University 1990-1994. I thoroughly enjoyed her course. As the four year term endured, she was instrumental in guiding me to the top of my class, taking me aside for coffee when she knew I was in need of guidance. Her wisdom and clarity has never been forgotten. I now celebrate my 25th year in fashion, thanks to her. My sympathy to the family. I will always remember her.



Alan Crucley - Eng. Department of Mechanical Engineering (he retired in 1993)

Died December 25, 2018

During World War II, Alan worked in military engineering in Britain. Later, he graduated from the prestigious Cranfield University Aerospace program, then immigrated to Canada.

At Ryerson, he became head of the Aerospace program in the Mechanical department, and taught a variety of courses. Alan was highly respected by his students and fellow faculty for his technical knowledge and dry humour. His passion was keeping the Aerospace program current and demanding. He will be remembered by many graduates for voluntarily assisting and guiding the yearly international competition with other universities, in the designing and building a heavy lift model aircraft, complete with the requisite performance calculations.

Alan had a daughter and a son; the latter is a graduate of the Ryerson Mechanical program. Alan retired in 1993, allowing him more time to pursue his passion for sailing.

John Lea.

## Memoriam



Melanie Dempsey—January 2, 1960—January 31, 2019

After one hell of a fight, passed away peacefully at Wellington Hospice on January 31, 2019. Melanie was welcomed in heaven by her mother, Sylvia; sister, Valerie; family and other Warriors. She is dearly missed by her sister Jackie, who walked with her on every step of her journey; her best friend Danise; her favourite puppies, Declan and Quincy; and all her wonderful friends and family.

In her short 59 years, Melanie packed as much as she could into her life. Her thirst for knowledge led her on the path to becoming a well-respected Professor at Ryerson University where both her students and colleagues looked to her as a mentor and friend. Melanie loved to see the world and was fortunate to travel to many cities, both for work and pleasure. Jackie cherishes the many crazy adventures they shared.

After being diagnosed with Cholangiocarcinoma in 2016, Melanie's outlook on life became even more positive. She became a Warrior and was determined to make the best of the time she had left. She did everything to find ways to stay healthy and extend her time. She was a pillar of strength and support to other Warriors as they faced their own battles. The last year was especially difficult, but Melanie kept moving forward with grace and dignity. She lived her life on her terms and did the same when the end was near. Melanie was privilege to spend her last three weeks at Wellington Hospice. Thank you to everyone who cared for her and made her feel loved. These are extremely special people.



**The RFA Executive for 2019/2020 is composed of the following members:**

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**RFA General Meeting**

Thursday, May 2, 2019 12 (noon) - 2:00 p.m.  
ILC, International Room

**Disclaimer**

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**THANK YOU**

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