

## The Newsletter of Ryerson Faculty Association

Fall 2019 Vol. 35 No. 1

Dear Collogues,

2019 is rapidly closing. We've had a busy RFA year and the new one will be equally active.

The past year has been busy, in particular, reacting to actions from the Provincial Government. Early this year the RFA strongly protested the Government assault on freedom of expression on campus. The 2019 Provincial budget created lower tuition fees and a 4% budget reduction across Ryerson. At several points, the RFA protested Ryerson's uneven and sometimes arbitrary cuts to departmental budgets, stemming from reduced tuition income. The same Provincial budget announced a provision to cut salaries of senior faculty members who are now collecting their earned pension, and the RFA, along with most other Ontario faculty associations, rejected this clearly ageist affront to our mature colleagues.

Some good news: in the past year, Ryerson has hired a record number of new faculty members. Between 80 to 90 new professors

have joined the RFA ranks. This is partially the result of an RFA grievance settlement where the Administration admitted to relying on temporary instructors while not hiring enough full-time faculty members. Our negotiations team will carry this theme forward, with the recognition that in Ontario, Ryerson has the highest number of students per faculty member. Simply put, Ryerson needs to hire more full-time faculty members.

The RFA's current interaction with the Administration is somewhat strained. We have recorded an all-time-high number of grievances. We are under-staffed and lacking sufficient teaching and research space. We are facing a salary cap of 1% (thanks again to the Government), while living and working in Canada's most expensive city.

Our Negotiations team is working towards the start of contract bargaining in mid-2020. Every RFA member has an opportunity to speak with the Negotiations



Ron Babin, President

representatives when they visit your school or department. Please do so.

In addition to the 2020 contract, several other major issues are on the horizon. First, gender equity has been widely discussed and the RFA working group is now presenting recommendations to the RFA and to the Administration. Interestingly, the 1% salary cap legislation allows additional allocations under the Pay Equity Act, something for us all to consider. Second, Ryerson and the Government will sign the third Strategic Mandate Agreement (SMA) in the next few months. The SMA will define performance measures that will influence how much grant money Ryerson receives. We rely on about \$1million per day from the Government,

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### Important Dates

#### RFA General Meeting

December 5, 2019  
International Room, ILC

\* \* \*

#### RFA Season/Holiday Party

December 5, 2019  
Oakham House

\* \* \*

#### RFA General Meeting

May 5, 2020  
International Room, ILC

### 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.

### Retirees

- ◆ Sahri Baum - *Counselling*
- ◆ Alexandra Anderson - *Image Arts*
- ◆ Akua Benjamin - *Social Work*
- ◆ Ida Berger - *Marketing*
- ◆ Maria Carvalho - *Physics*
- ◆ Ava Cross - *Professional Communication*
- ◆ Sholem Dolgoy - *Performance*
- ◆ Bruce Elder - *Image Arts*
- ◆ Gabor Forgacs - *Hospitality & Tourism Management*
- ◆ Mary Foster - *Marketing*
- ◆ Doreen Fumia - *Sociology*
- ◆ George Gekas - *Accounting*
- ◆ Joanna Holt - *Counselling*
- ◆ A. Hersch Jacobs - *Geography & Environmental Studies*
- ◆ Knud Jensen - *Entrepreneurship & Strategy*
- ◆ Sheikh Karim - *Electrical, Computer & Biomedical Engineering*
- ◆ Mitchell Kosny - *Urban & Regional Planning*
- ◆ LuAnn Lafrenz - *Fashion*
- ◆ Joseph Lee - *ITM*
- ◆ Margaret Malone - *Nursing*
- ◆ Maurice Mazerolle - *HR & Organizational Behaviour*
- ◆ Anne McNeilly - *Journalism*
- ◆ Colin Moores - *Politics & Public Administration*
- ◆ Gillian Mothersill - *Graphic Communication Management*
- ◆ Irene Pauzer - *Performance*
- ◆ Wayne Petrozzi - *Politics & Public Administration*
- ◆ Michael Plasse-Taylor - *Interior Design*
- ◆ Sheldon Rosen - *Performance*
- ◆ Arthur Ross - *Politics & Public Administration*
- ◆ Carmen Schifellite - *Sociology*
- ◆ Perry Schneiderman - *Performance*
- ◆ Catherine Schryer - *Professional Communication*
- ◆ Myer Siemiatycki - *Politics & Public Administration*
- ◆ Edward Slopek - *Image Arts*
- ◆ John Snyder - *Image Arts*
- ◆ Vera Straka - *Architectural Science*
- ◆ Kokchu Tham - *Mechanical & Industrial Engineering*
- ◆ David Tucker - *RTA*
- ◆ Ginette Turcotte - *Chemical Engineering*
- ◆ Rosemarie Volpe - *Counselling*
- ◆ Robert Wilson - *Marketing*
- ◆ Jay Wolofsky - *Library*

### Message from the President...

so the SMA is an important issue. This is a complicated, and very important topic and I would be happy to discuss the SMA with any RFA member. Lastly, Ryerson is facing increasing security concerns, such as the lock-down and evacuation of TRSM during the Raptors parade. The Administration has proposed a set of safety and security changes, such as special constables, to address these concerns. The RFA agrees that safety of our members is critical, but it must be done in a measured way that respects the dignity of all members of the Ryerson community.

Finally, our December General Meeting is the beginning of our annual election process, with nominations closing in January and the election takes place in February. Now is the time for you to get involved. As you can see, at the RFA we address some important issues that affect all faculty members. We can only do so with your participation.

### Report from the Chair, Negotiating - Brain Ceh

The new bargaining team was elected during the Spring of 2019 and met officially in July 2019. The recently elected bargaining team consists of members from the following academic units: Brian Ceh (Geography and Environmental Studies), Joanne DiNova (Professional Communication), Cecil Farnham (Library), Andrew Hunter (Philosophy), and Dianne Pirner (Nursing). As part of our mandate, members of the bargaining team have been meeting with our membership and have visited nearly 25 academic units. Joining the team during our visits have been André Foucault, RFA Executive Director of Labour Relations, and Shiraz Vally, RFA Labour Relations Officer. We look forward to meeting with the remaining 27 academic units and some additional membership groups.

As in previous rounds of negotiations, the bargaining team will compile and process notes from our academic unit visits to help inform the creation of a survey, which will likely be administered in January 2020. The survey will provide our members with another opportunity to further contribute to the bargaining process.

During our academic unit visits the bargaining team discusses *three talking points*. The *first* has to do with Bill 124, which had its first reading at Queens Park on June 5, 2019. The bill essentially caps our wages and benefits a maximum of 1% for a 3-year moderation period. Our next Collective Agreement commences on July 1, 2020 and that is when our 3-year moderation period will begin. Additional information about the Bill and its implications are discussed during our academic unit visits. Fortunately, gender, human rights, and some other equity redresses are exempt from the Bill and something the bargaining team looks forward to exploring.

The *second* talking point is around Ryerson University having the worst faculty to student ratio in the province, based on data obtained from OCUFA (Ontario Confederation of University Faculty Associations). The implications regarding this troubling ratio of having comparatively too few faculty, librarians, and counsellors are discussed during our visits. This leads to the *third* discussion point which is on *facilitated discussion* between the RFA and administration as an outcome from the last round of bargaining, which ended with an arbitration award in January 2019. The award encourages both the RFA and Ryerson administration to engage in *non-prejudicial* facilitated discussions around the notion of teaching stream. I provide some additional information on this matter during academic unit visits.

The bargaining team looks forward to negotiating with the administration by late March or early April, 2020. Prior to bargaining with the administration, however, a RFA membership meeting will be called to help form the bargaining team's mandate. This mandate meeting will in all likelihood be called for a day in February, 2020.

The bargaining team looks forward to meeting the remaining academic units and hearing from our members.

## Report from the Chair, Grievance - Jesmen Mendoza

The start of the Academic year has seen the implementation of a settlement between the Association and Administration on RFA Grievance 2017.10, with regards to a unilateral change in Benefits. Specifically, the change in benefits most impacted where dental implants were concerned. I have written to the membership at large on this issue throughout the summer and into this academic year, and only want to remind those members affected that they have until November 30, 2019 to indicate to Jan Neiman, Manager of Pension & Benefits, to do a proper reassessment of their past claims and to provide helpful information to their dentists to assist in recuperating entitled benefits.

The other implementation issue that we continue to have is with respect to RFA Grievance 2015.07, where an original version of this grievance was filed in the Fall of 2009, with regards to Faculty Course Surveys. Over the summer, the Joint FCS Committee completed its work and presented its final report to the Association in June of this year. This fall, the Administration and the Association have begun to share its reactions to the report and will be considering how to implement the new formative assessment in the New Year. The Association believes that the next steps are piloting this to interested members before having a wider release. We are hoping to see this happen sooner rather than later. The Administration seems to be interested in using this tool to link summative questions they have with respect to educator accountability. The Association feels extremely uncomfortable with this idea and continue to raise concerns. I encourage you to read the report and to talk about this with your colleagues and to let your Council Rep know what issues you see emerging in the implementation of the Assessment of Student Experience in a Course (ASEC).

Finally, three new grievances were filed these last couple of months, with respect to the Administration failing to provide proper and fair administrative environments and a tenure denial. These three grievances, however, only represent a fraction of the work that the grievance portfolio has, and that a number of issues remain where the RFA works tirelessly to protect member's interest, behind the scenes, in an attempt to find creative solutions to some workplace difficulties. It is also worth mentioning that the RFA Grievance Committee is essential in helping guide the work within the grievance portfolio and I wanted to thank Jennifer Poole for stepping up to the position of Vice Chair of the Committee for this academic year, and welcome our newest members, Maureen Reed and Tisha Ornstein, who have dived into this Committee's work wholeheartedly. As always, if you have any workplace issue with which we can help you, please don't hesitate to contact Andre Foucault, Executive Director of Labour Relations for the RFA, or Shiraz Vally, RFA Labour Relations Officer.

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

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

### Fit for work policy

Ryerson's HR is establishing a policy called "Fit for work", which means an employee's duty to arrive at work able to perform their assigned tasks safely, effectively, and without using or consuming impairing substances before or during their working hours. According to HR, this policy does not apply to alcohol consumed responsibly by employees at University-associated licensed events or venues. The RFA is currently conducting discussions with HR on the policy's guideline, including the scope, roles, responsibilities, and procedures.

### Workplace Inspection (WI)

EHS is conducting WI of all Ryerson's buildings. So far, 3912 (75.5%) rooms have been inspected, and the rooms left (1268 or 24.5%) will be completed in two weeks. The main findings of the WI are summarized in the table below".

Total High Risk "A" Action Items	Total Medium Risk "B" Action Items	Total Low Risk "C" Action Items
2 (0.4%)	139 (26.7%)	380 (72.9%)

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

Actions taken: More than 60% of the findings (issues) have been dealt with, while for the remaining findings, a work order has been submitted.

### H&S awareness month

Inspired by the cyber security awareness month, the Joint Health and Safety Committee (JHSC) is planning to introduce a H&S awareness month which will take place during the month of February. The goal of this awareness month is to help Ryerson community familiarize with current and emerging health and safety issues and to increase visibility.

### H&S awareness training 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.

## Report from the Services Committee - Gerda Cammaer and Martin Greig

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. 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 was 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 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 5-10:30. There will also be a celebration of the 50th anniversary of the RFA in May, the same day of the general meeting on May 2nd. More details of these events will follow.

We would like to thank Tor Ojamo (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 Ojamo (*Geography*), Maria Jung (*Criminology*)

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

This report covers much of the work the Equity Committee has done during the fall 2019 semester:

### Calendar of Religious Observances

Until quite recently, there have been instances when some RFA committees have scheduled events that have conflicted with key religious observances of particular communities. Members of these communities asked the RFA to avoid such scheduling conflicts. The Equity Committee stepped in to address the issue. The result has been the production of a calendar of religious/spiritual observances for fall 2019, which was presented to the executive for approval. The calendar will be modified for 2020, and will list at least three key religious/spiritual observances for each of the different groups and the Indigenous community at Ryerson. Presently, the Equity Committee is in consultation with individuals from different religious/spiritual and Indigenous groups and, once completed, a calendar of religious observances will be available.

### Joint Committee on Indigenous Faculty

During fall 2018, a Memorandum of Understanding (MOU) was introduced so that the RFA and the Administration could jointly work on the importance of substantively increasing the tenured/tenure-track Indigenous faculty complement, among other issues outlined below. These objectives would be in keeping with Ryerson's response to the Calls to Action of the Truth and Reconciliation Commission (TRC) of Canada. The MOU led to the formation of the Joint Committee on Indigenous Faculty (JCIF).

The JCIF has been active since winter 2019, and has used an Indigenous lens to consult with Indigenous Scholars in universities across Canada on a range of issues:

- "The hiring and evaluation process specifically designed for Indigenous faculty members
- 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
- Tenure track faculty appointments for traditional Indigenous Knowledge scholars and fluent Indigenous Language scholars
- For individuals trained in conventional scholarship, making allowances for hiring those without a terminal degree and providing additional opportunities for them to complete the academic qualifications needed for tenure."

The results of this consultation will guide the work of JCIF on the above issues.

### Report of the OCUFA Status of Women and Equity Committee (SWEC) meeting, held October 4 and 5, 2019 in Toronto

RFA members may recall that in early September SWEC's statement critical of Ford government's performance-based funding was circulated on RFA-Announce. This statement sees an adverse impact of performance-based funding on women and equity-seeking groups, and as a threat to equity and diversity at universities in Ontario.

Our Equity Committee member, Lila Pine, is the RFA representative on SWEC. Lila attended the two-day SWEC meeting in October, and her report is reproduced below:

The Meeting of the OCUFA Status of Women and Equity Committee which took place on October 4, 2019 opened with a deep and thoughtful land acknowledgement that went beyond the usual scripted and often mispronounced names of the Peoples who belong to the land we occupy. This land acknowledgement owned the position of the one speaking and her relationship, as Settler, to the land and its Peoples. It was from the heart and the head, setting a reflective tone for what was to follow.

Next came a review of SWEC's Guiding Principles.

Participants were invited to suggest changes and additions. Then, came the highlight of the two-day meeting for me, a workshop on campus mental health facilitated by Jennifer Poole from Ryerson. The title of Jennifer's presentation was "What can we do about campus "mental health"?" It could have just as easily been called Sanism in the Academy, and it is in part what inspired the upcoming RFA forum called just that.

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

Jennifer gently challenged us to face our own preconceptions and biases about mental health. She invited us to consider the factors that create distress for students, faculty and staff on campus. She shared personal stories with humour, making her presentation accessible and easy to relate to.

The afternoon session was a series of reports from the SWEC Chair and members. We spoke of employment equity, pay inequities (what we call anomalies at Ryerson), precarious work, gender in all its complexities, and Indigenizing the Academy with a particular focus on faculty unions. I was surprised (and a little proud) to find out that the RFA is considered by many a leader on these issues. While I cautioned that the RFA still has a lot to do, I shared our commitment to have Indigenous representation on the RFA executive and our work on the Joint Committee on Indigenous Faculty. Everyone is eager to read our report.

On the second day we spoke of the need to do pronoun go arounds so that people refer to each other by their names and pronouns of choice. Often people assume they know what pronoun a person goes by based on perception. But if we guess wrongly the person may feel uncomfortable and be less likely to participate in the group.

The morning workshop on the second day was about Acknowledging Difference. The afternoon session was about Interconnected Struggles. Both entailed group activities and discussion.

Over the course of the two days we were able to identify some of the stumbling blocks to equitable participation in our associations. Finally, we came up with a list of actions and plans to take on at the faculty association level. This list will be made available to the RFA membership.

Much of October 5 was devoted to an all-day workshop on equity for SWEC members on equity. The two-fold objective of the workshop was to enable participants to acquire tools and strategies that will assist them to: "(1) acknowledge and value difference within their associations, and (2) understand the interconnected nature of equity struggles." The end goal being to deepen and broaden equity within respective faculty associations.

### **Equity Committee event: *Sanism in the Academy***

As mentioned in Lila's report above, the Equity Committee plans to hold an event on mental health and related issues that concern the community at Ryerson. The event, *Sanism in the Academy* will be held on Friday, November 22, 2019 from noon to 3:00PM, and lunch will be offered. This will take the form of a circle of discussion and interaction on a range of issues. More details will be posted soon on RFA-Announce, and on different lists.

### **Special Constables**

The Equity Committee has concerns about the administration's plan to appoint Special Constables at the Ryerson campus. The Committee is particularly concerned about how their presence will be perceived by marginalized, racialized, Indigenous and vulnerable groups and individuals, particularly given the history and current trends of securitization and militarism. Furthermore, the question is whether assaults, robberies or fear of crime will be reduced by the presence of Special Constables – which, of course, is not to minimize the utmost importance of having a safe workplace that promotes the wellbeing of the community.

These concerns were initially raised with the RFA Executive, and it resulted in a recent meeting with the administration. At this preliminary meeting between the RFA and the administration, the latter was made aware about RFA's concerns, which also included a lack of meaningful consultation. It should be said that the administration began considering the appointment of Special Constables on campus back in August 2018.

That said, the RFA expects the dialogue on this issue will continue with the administration.

### **Other Work of the Equity Committee**

The Equity Committee has been involved with a group of Ryerson staff concerned about issues of people with disabilities. The plan is to hold an event on December 3, which is the International Day for People with Disabilities. The current year's theme is the *Future is Accessible*, and the group is working to link the theme with issues that interest people with disabilities at Ryerson.

**Report from the Chair, Professional Affairs - Rachel Berman****Orientation Forum for new RFA members**

An orientation forum/welcome lunch with new RFA members and members of the RFA Executive was held at Oakham House on October 21<sup>st</sup>. New members were welcomed and the role of the RFA in regard to grievances, tenure, and general advocacy for faculty, counselors, and librarians was discussed. A drop-in at the RFA office will be held sometime in January 2020 for new RFA members who were unable to attend the forum. Please watch for a save-the-date email from the RFA Executive.

**Upcoming Professional Affairs (PA) workshop-Collegial Dysfunction**

The PA Committee is in discussion with Ryerson's Organization and Employee Effectiveness/Human Resources (OEE/HR) regarding sponsoring a series of events, with the Office of the VP Equity and Community Inclusion (OVPECI) as a co-sponsor. The aim is to hold the first event before the end of the fall 2019 semester. This event will focus on academic culture and collegial dysfunction, or what is often referred to as incivility. The goals of this first event is to raise awareness regarding the unique challenges faced within academia in regard to this issue and attempt to do justice to the complexity of the issue. A speaker who is an expert on faculty interactions and collegiality will be featured. Date: TBD.

**A reminder that the fall 2018 PA workshop on Promotion to Full Professor is available on-line**

On Wednesday, November 21, 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/>



## Memoriam

### **Kendra Schank Smith**

It is with great sadness that we announce the passing of our colleague Professor Kendra Schank Smith on Wednesday October 30th. Kendra had been battling an illness for some time, but only very recently did we become aware of the seriousness of her condition. Our thoughts go out to her husband Al Smith and to Kendra's family at this very difficult time.

Kendra joined Ryerson University in 2007 to take up the position of chair of the Department of Architectural Science. She served as chair from 2007 to 2012 and steered the department through the early years of establishing graduate education and architectural accreditation. She was a dedicated faculty member who cared deeply about the profession and department.

Kendra was awarded a Ph.D. in Architecture from Georgia Tech where she studied history, theory and criticism with a specialization in representation. She also held a professional degree in Architecture (M.Arch) from Virginia Tech, and was a Fellow of the Royal Architectural Institute of Canada. Her primary research explored architectural sketches as part of the thinking process in design, looking at them from memory, imagination, fantasy, caricature, the grotesque and philosophical theories of play. She completed numerous publications including several books on topics of history, theory, criticism of architecture, media and communication, urbanism, and architectural education. Kendra also worked in practice in the office of Kevin Roche, John Dinkeloo Associates in the USA and taught at several schools in North America including Texas A&M, University of Minnesota, the University of Utah, and the University of Hartford, before joining Ryerson University where she taught design studio, and courses in history, representation and architectural writing. She worked closely with faculty colleagues and many graduate students, supervising their thesis work.

The department has established a book of condolences in the departmental office if you would like to write a message to Al and to Kendra's family. There will be a remembrance event in the department on the evening of November 14<sup>th</sup>. Details will follow.



### **Judith Waalen**

Judy taught Psychology courses at Ryerson to students in the professional programs and interacted with a great many faculty members in these departments in various capacities. In the mid-1980, for example, the Dean of Business Bonnie Patterson asked Judy to provide some research training to interested faculty since she felt developing the intellectual capital of her faculty was a good investment. Thus, Judy became the first Research Associate at Ryerson and over the ensuing years, a number of Ryerson faculty members advanced their education and their professional positions partly due to this research training and mentoring. In 2000, Judy took advantage of an early retirement incentive program to leave the Psychology Department and went to manage Ryerson's Centre for Quality Service Research and to join CMCC to teach research methods and statistics in their graduate residency programs. During this time with her husband David, she published articles on chiropractic education, and with other colleagues, she co-authored a number of articles for scientific and scholarly journals. In 2005, Judy returned to Ryerson to work as a research analyst for The Chang School - Canada's largest provider of continuing education. She taught staff members to conduct, analyze, and publish their research in-house, did competitive research, and conducted annual student satisfaction surveys until she left in 2011.

## Memoriam

**Professor Larry Fullerton, CFA (1946-2019)**

It is with great sadness that we acknowledge the passing of our friend and colleague Larry Fullerton (BA, MA, York University), on Thursday April 18, at his home in Toronto, after a valiant battle with illness, surrounded by his loved ones. During this difficult time, we keep in our thoughts Professor Fullerton's wife Anna Wycher, as well as his daughter Rhian and his extended family.

Born on December 22, 1946 in Toronto, Professor Fullerton started at Ryerson University (then Ryerson Polytechnic Institute) after a job interview that, he recalled, involved little more than a vigorous chat over a cup of coffee. Over the years, he taught a diverse range of courses, but was happiest with those related to tourism and recreation studies. Outside the classroom, service to Ryerson included his position for many years on the Services Committee and as coach of the men's and women's badminton team.

A retired member of the Canadian Forces with 48 years of service, Professor Fullerton was able to combine two of his passions, geography and battlefields, in research projects that involved putting his spatial expertise to use in researching the background of all infantry members of the Canadian Expeditionary Force (CEF). Few of us were given the opportunity to witness his talents as a musician, but he was a gifted and well-respected bag-piper and percussionist. Widely recognized for his role as the long-time drum-major with the 48th Highlanders of Canada, he held the rank of Master Warrant Officer. Over many years, he contributed to the evolution of the Canadian National Exhibition in his capacity as a programmer for and director of numerous musical productions. Larry's commitment to community was further evident in the generous support he lent to Variety Village which works with young people who experience disabilities and developmental barriers.

For his many accomplishments and honours, Larry was awarded Commemorative Medals for the Silver and Golden Jubilees of Her Majesty the Queen Elizabeth II.

Professor Fullerton was highly appreciated by colleagues at Ryerson and beyond for his true collegiality, for his capacity always to derive enjoyment from circumstance and for a well-developed and often self-deprecating sense of humour. Larry often mused that on his first day of teaching in 1969 he was thwarted because of his youthful appearance, from using an elevator that at the time was designated solely for faculty.

**Mary Elizabeth Black (Anderson)**

In 1996 Mary blazed a new trail as Professor and Chair of Ryerson University's School of Graphic Communications Management (GCM) where she developed management trainees for the print and communications industry. During her 10 years at Ryerson, she was the force behind the creation of GCM's new home, the Heidelberg Centre, which made the school a focal point for the printing industry. After completing her tenure at Ryerson, Mary knew she had more to give and became a recruiter for the print industry, which was a natural step due to the relationships she had with her past students and the industry overall.

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

### Faculty of Communication and Design

Kristopher Alexander - *RTA*  
 P.Y. Chau - *Fashion*  
 Sibó Chen - *Professional Communication*  
 Cintia Cristia - *RTA*  
 Michael Doxtater - *Creative Industries*  
 Tori Foster - *RTA*  
 Alireza Khatami - *Image Arts*  
 Lia Langworthy - *Image Arts*  
 Caron Phinney - *Fashion*  
 Yukari Seko - *Professional Communication*  
 Tanya White - *Fashion*

### Faculty of Arts

Paolo Ammirante - *Psychology*  
 Ndeye Ba - *Languages, Literatures & Cultures*  
 Sarah Bull - *English*  
 Jonathan Cinnamon - *Geography & Environmental Studies*  
 Evan Cleave - *Geography & Environmental Studies*  
 Jason Deska - *Psychology*  
 Sarah Elton - *Sociology*  
 Keyvan Eslami - *Economics*  
 Jessica Evans - *Sociology*  
 Kevin Fawcett - *Economics*  
 Anna Flaminio - *Criminology*  
 Rob Goodman - *Politics & Public Administration*  
 Elizabeth Jackson - *Philosophy*  
 Craig Jennex - *English*  
 Eva Jewell - *Sociology*  
 Hayden King - *Sociology*  
 Mohammad Manshoury - *Geography & Environmental Studies*  
 Andrea Migone - *Politics & Public Administration*  
 Michael Milona - *Philosophy*  
 Ian Mosby - *History*  
 Megan Scribe - *Sociology*  
 Karl Szpunar - *Psychology*  
 Ravi Thiruchselvam - *Psychology*  
 Lahoma Thomas - *Criminology*  
 Anna Triandafyllidou - *Sociology*

### Faculty of Engineering & Architectural Science

Marco Antoniadés - *Electrical, Computer & Biomedical Engineering*  
 Faezeh Ensan - *Electrical, Computer & Biomedical Engineering*  
 Mohammadreza Fakhari Moghaddam Arani - *Electrical, Computer & Biomedical Engineering*  
 William Galloway - *Architectural Science*  
 Rania Hamza - *Civil Engineering*  
 Ahmet Karatas - *Aerospace Engineering*  
 Rasha Kashef - *Electrical, Computer & Biomedical Engineering*  
 Sajad Saeedi - *Mechanical & Industrial Engineering*  
 Ali Tavallaei - *Electrical, Computer & Biomedical Engineering*  
 Nariman Yousefi - *Chemical Engineering*

### Faculty of Ted Rogers School of Management

Golam Aurup - *Marketing*  
 Kiana Basiri - *Real Estate Management*  
 Burcu Bulgurcu - *Information Technology Management*  
 Ellen Choi - *Human Resources & Organizational Behaviour*  
 Henrique Correa de Cunha - *Global Management Studies*  
 Martin Croteau - *Entrepreneurship & Strategy*  
 Minna Hong - *Accounting*  
 Preetika Joshi - *Accounting*  
 Julie Kellershohn - *Hospitality & Tourism Management*  
 Rick Oh - *Hospitality & Tourism Management*  
 Franklin Ramsoomair - *Global Management*  
 Madhi Roghanizad - *Human Resources & Organizational Behaviour*  
 Janice Rudkowski - *Retail Management*  
 Yanfei Sun - *Finance*  
 Ravi Kiran Vatrappu - *Information Technology Management*  
 Gulraze Wakil - *Accounting*

### Library

Lisa Levesque - *Librarian*  
 Reece Steinberg - *Librarian*

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

**Faculty of Science**

Beverlee Buzon - *Chemistry & Biology*  
Sean Cornelius - *Physics*  
Eic DeGuili - *Physics*  
Ali Dehghantanha - *Computer Science*  
Michelle Delcourt - *Mathematics*  
Javad Doliskani - *Computer Science*  
Nariman Farsad - *Computer Science*  
Laura Graham - *Chemistry & Biology*  
You Liang - *Mathematics*  
Dustin Little - *Chemistry & Biology*  
Jan Matejovic - *Chemistry & Biology*  
Sadaf Musfahiz - *Computer Science*  
Hossein Noyan - *Chemistry & Biology*  
Mehrdad Tirandazian - *Computer Science*  
Wei Xu - *Mathematics*  
Na Yu - *Mathematics*

**Faculty of Community Services**

Susan Bookey-Bassett - *Nursing*  
Cherylee Bourgeois - *Midwifery*  
Treisha Hylton - *Child & Youth Care*  
Sandra Juutilainen - *Nutrition*  
Daniela Malta - *Nutrition*  
Fiona Moola - *Early Childhood Studies*  
Jenna Reid - *Disability Studies*  
Petra Roberts - *Child & Youth Care*  
Charlene Ronquillo - *Nursing*  
Linda Rothman - *Occupational & Public Health*  
Fatih Sekercioglu - *Occupational & Public Health*  
Kristin Snoddon - *Early Childhood Studies*  
Erin Ziegler - *Nursing*

The RFA Executive for 2019/20 is composed of the following members:

President	Ron Babin
Vice President Internal	Peter Danziger
Vice President External	Dave Mason
Treasurer (Interim)	Anthony Francescucci
Secretary	David Naranjit
Chair, Grievance	Jesmen Mendoza
Chair, Negotiating	Brain Ceh
Chair, Professional Affairs	Rachel Berman
Chair, Equity Issues	Tariq Amin-Khan
Health & Safety Officer	Habiba Bougherara
Members At Large	Corinne Hart

## **RFA General Meeting**

Tuesday, December 5, 2019, 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.



## RFA DEPT/SCHOOL REPS - 2019/2020

Accounting	<i>Vacant</i>	ITM	1. Jim Tam
Aerospace Engineering	Seyed M. Hashemi Goetz Bramesfeld (Alternate)	Interior Design	2. Abbas keramati 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. Lynda McCarthy 2. <i>Vacant</i> 3. <i>Vacant</i>	Law & Business	Chris MacDonald
Child & Youth Care	<i>Vacant</i>	Library	1. Val Lem 2. Ann Ludbrook
Civil Engineering	1. Darko Joksimovic 2. <i>Vacant</i>	Marketing	Hamed Mehrabi
Computer Science	1. Neil Bruce 2. Alex Ferworn	Mathematics	1. Niushan Gao 2. Wei Xu
Counselling	Jean Tsai	Mechanical & Industrial Engineering	1. Mucahit Cevik 2. Sajad Saeedi 3. Kourosh Zareinia
Creative Industries	Miranda Campbell	Midwifery	<i>Vacant</i>
Criminology	Dan Horner	Nursing	1. <i>Vacant</i> 2. <i>Vacant</i> 3. <i>Vacant</i>
Disability Studies	<i>Vacant</i>	Nutrition	Yvonne Yuan
ECS	Mehrunnisa A. Ali	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. Colleen Derkatch 2. Craig Jennex	Politics	1. <i>Vacant</i> 2. <i>Vacant</i>
Entrepreneurship & Strategy	Ann Dulhanty	Professional Communication	Susan Cody
Fashion	Anika Kolowski	Psychology	1. Maureen Reed 2. Tisha J. Ornstein
Finance	Lakeh Samarbaksh	Real Estate	David Scofield
Geography & Environmental Studies	1. Evan Cleave 2. Tor Oiamo	Retail	Katie Lebel
Global Management Studies	Hossein Zolfagharina	RTA	1. Charles Zamaria 2. Marusya Bociurkiw
Graphic Communications	Richard Adams	Social Work	1. Susan Preston 2. Jeffrey McNeil-Seymour
Health Services	<i>Vacant</i>	Sociology	1. Jacqui Gingras 2. Jacqui Gingras
History	Joey Power	School of Performance	Michael Bergmann
Hospitality & Tourism	Zhen Lu	Urban & Regional Planning	Chris De Sousa
HR & Organizational Behaviour	1. Annika Hillbrandt 2. Madhi Roghanizad		
Image Arts	1. Dimitrios Latsis 2. Izabella Pruska-Oldenhof		





**THANK YOU**

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