

The Newsletter of Ryerson Faculty Association

Fall 2020 Vol. 36 No. 1

Colleagues,

By the time you read this, the end of the semester will be coming closer, and for many of you a very demanding period will be coming to an end.

You are not alone if you look back and conclude that this has been a semester of increased workload, immense time pressures, extreme anxiety, and inadequate resources and support.

Your households have been requisitioned by the University. Your time has not been your own. Your family has had to shelter at home, as have you, whilst you have had to work from home. You have been pulled in multiple directions with many demands being made of you.

In many cases faculty members reported that they have felt alone and taken for granted.

We can look ahead to the winter semester and know that it is all going to happen again. However, we now know what is manageable and also what we cannot depend on. On the strength of this, we can and should make our course management decisions accordingly, on our own terms and within our limits.

The RFA membership

You are 900-plus faculty members, librarians and

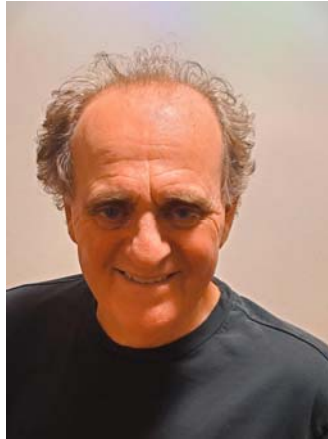
counsellors. You are a high performing group of professors, at a university with the highest student-faculty ratio in the country. You represent the many remote wheels that are turning, to keep the university functioning – you are certainly providing value during this pandemic.

What is Our Administration Thinking?

The Ryerson President has expressed his appreciation of faculty, at appropriate opportunities. However, he and the senior administration are disengaged from faculty, and not supportive in real terms. Over this last semester, we have repeatedly reported to you that our administration has not acceded to any requests put to them by the RFA for various measures which we felt would alleviate the strain being borne by faculty members.

Communication

The administration appears to have adopted a command-centre style of decisions making and has not taken guidance from the RFA with respect to the concerns and suggestions of RFA members.



Ian Sakinofsky, President

Carefully managed and highly styled communications in management speak are sent to the Ryerson community at large. However, faculty members find it hard to identify themselves as the target of such communications and do have the impression that they are not being communicated with, at all.

What has been interesting is that all attempts by the RFA to advise the administration that their communications are not reaching the mark have been rebuffed. It is almost as if our senior administration does not want to communicate with faculty members, for fear of creating a dialogue.

(Proposed) Mitigation Measures

This period of emergency remote teaching has

Contents

<i>President</i>	1 - 5
<i>Important Date</i>	2
<i>New RFA Executive</i>	2
<i>Health & Safety</i>	5
<i>Negotiating</i>	6
<i>Grievance</i>	7
<i>VP, External</i>	7 - 8
<i>Equity</i>	8
<i>Professional Affairs</i>	9
<i>New Faculty</i>	10 - 11
<i>Retirees</i>	11
<i>RFA Scholarship Winners</i>	11
<i>RFA Executive Committee Members</i>	12
<i>Reps' Council Members</i>	13

Contact Us:

www.rfanet.ca



40 Gould Street
Main Floor
Room KHS - 46



416-979-5186



416-979-5317



rfa@ryerson.ca



www.rfanet.ca

Important Dates**RFA General Meeting**

December 2, 2020
Zoom Video Conference

* * *

RFA List Servs

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

We wish to keep you informed!

Thank you.

New RFA Executive - Cyndy Baskin

Cyndy Baskin (PhD) is of Mi'kmaq and Celtic descent. Originally from NB, she has been living in Toronto for many years. Her clan is the fish, and her spirit name translates as something like "The Woman Who Passes on the Teachings". She has joined the RFA Executive Committee as the inaugural representative for Indigenous faculty. She will be bringing their collective concerns and suggestions to the Executive, as well as sharing relevant information from the meetings with them.

Cyndy entered the School of Social Work as a sessional instructor in 1997, transitioned into a tenure track position in 2001, and is currently an Associate Professor. In the fall of 2020, Cyndy became the Associate Director Undergrad in the School. Her teaching, research and writing interests involve how Indigenous worldviews can inform education, spirituality, anti-violence approaches towards Indigenous women and girls, mental health, and decolonizing research methodologies.

Cyndy is the Academic Coordinator of the Certificate in Aboriginal Knowledges and Experiences through the Chang School of Continuing Education at Ryerson, although she is on a leave from this position during 2020-2021. She also served as the inaugural Chair of the Aboriginal Education Council at Ryerson until 2019.

Cyndy is also the author of two novels, a textbook which is now in its second edition, an edited book on spirituality and social work, and numerous journal articles and book chapters focusing on Indigenous Peoples. Prior to joining Ryerson, Cyndy worked as a social worker for many years within Indigenous agencies in Toronto and assisted many First Nations communities to develop culture-based programming, the latter of which she continues to do. She is also a consultant within various components of mainstream social services and educational institutions.

Message from the President...

provided challenges to all faculty members. It has been extremely demanding on faculty members with dependent care obligations. It has created challenges for pre-tenure faculty members. Faculty members requiring particular accommodations have had a difficult time adjusting to remote teaching. The pandemic has had a differential impact on women faculty members and on racialised faculty members.

In all of these cases, faculty members have reported that the Ryerson senior administration has not been sensitive to their pandemic induced needs.

The Ryerson administration's offer to accommodate individual faculty members on a case-by-case basis, as appropriate, has been found completely wanting and ineffectual. Faculty members have stated that at this time they should not have to ask for consideration, and are reluctant to do so.

What we as faculty members need, are organisation-wide measures designed to ease the excessive demands placed on us.

These measures would include:

- funding to pay for technological equipment and software required to teach from home;
- smaller class sizes;
- fewer course preps;
- functional scheduling;
- generous TAGA support;
- more adequate technological support; and
- far more resources and personnel provided to the Academic Accommodation Services (AAS).

In other words, what is required is an informed organisational response to faculty needs during a pandemic. Needs which are now known.

If such an approach is implemented, it would provide support to the many faculty members who are struggling to deal with their particular circumstances.

However, there is no indication that our administration is thinking in those terms.

The restructuring of the VPFA office

The above-mentioned disengagement between senior administration and faculty, is also evidenced in the restructuring of the office of the Vice Provost Faculty Affairs. This restructuring appears to be the brainchild of the previous Provost, probably in collaboration with the previous Vice Provost Faculty Affairs. It appears to mirror their shared lack of appreciation of the collegial process.

With this restructuring, the Administration has inserted an individual in-between the RFA and the Vice Provost Faculty Affairs. The role of this person will include negotiating with the RFA. The current incumbent has no knowledge of Ryerson, is not an academic, has never been an academic, and has had limited experience in such a role other than a mid-level role in the administration of another university. First impressions are not positive.

When it was pointed out to the university president that the RFA is now being expected to deal with a non-academic in this position, the president replied "but he reports to an academic".

Such is the slight to the RFA. However, it also reflects the, increasingly corporate, senior Administration's reluctance to engage with the RFA.

2020 Negotiations

Elsewhere in this newsletter Brain Ceh, Chair Negotiating, has provided an update on bargaining, and the fact that the negotiations are at impasse and that the matter is being submitted to arbitration.

My purpose in mentioning it here, is to bring to your attention that the Administration's approach to this round of negotiations, not unlike its approach in the previous two rounds in 2015 and 2018, respectively, is also one of limited engagement. As you can read in Brian's report, the Administration retained an external negotiator,

Message from the President...

and there was very limited dialogue at the bargaining table, prior to the matter being submitted to mediation arbitration.

The Administration has stated that third party dispute resolution, to the point of arbitration if necessary, is their preferred form of resolving negotiating differences. This again reflects their unwillingness to work together with the RFA, even at the bargaining table, and their preference to litigate outcomes using legal counsel.

This tendency by the Administration to deflate the collective bargaining process has not been lost on many RFA members and there have been growing calls from within the RFA membership to consider other means of dispute resolution, which could include a strike/lockout option.

This would represent quite a departure from our current practice. It has been suggested that once this round of negotiations has been concluded, informed discussion of the alternatives take place amongst the membership.

Pending Disputes with the Administration

The lack of dialogue between the RFA and the Administration, is further evidenced in three disputes which are currently in their early stages.

These disputes are:

- i) Faculty Course Survey – the administration of the FCS in contravention of the Collective Agreement and an arbitration award
- ii) The Navitas Agreement – entering into an agreement with Navitas to form a private college to perform RFA bargaining unit work
- iii) Increase in RFA members' pension contributions -unilaterally increasing members' pension contributions in violation of the Collective Agreement and Pension Plan rules

All three of these disputes represent unilateral decisions by the Administration to implement measures, over the objections of the RFA, and in contravention of the Collective Agreement.

They are a further indication of the Ryerson administration's increasing tendency to assume managerial rights to which they are not entitled in our Collective Bargaining regime. It also runs counter to the culture and practice of collegial governance, which is a hallmark of scholarly universities and which Ryerson did lay claim to until quite recently.

Associate Members Dues Deduction Grievance

In 2019, the RFA filed a grievance with the Administration over the fact that the Administration has not been remitting the correct amount to the RFA in union dues for the Associate Members of the RFA. RFA Associate members are Associate Deans, Deans and other members of the senior administration. Associate members are required to pay 50% of the rate paid by regular members. The Administration has been withholding dues payments on the administrative stipend portion of these Associate Members Salaries.

The matter is currently before an arbitrator. The senior academic administration has coordinated a campaign in which Associate Members have questioned the value of their associate membership, and challenged the RFA's requirement to have them pay half dues on the full amount of their salaries.

The amount of money that is at stake here, is in the region of an average of \$14-\$18 per month in, tax deductible, union dues for each of these associate members.

This represents a case of the senior administration aligning the Associate Members in opposition to the RFA, and speaks further to the distance that the senior administration would like to establish between itself and the RFA.

Equity

Lila Pine has reported, in this newsletter, on the activities of the Equity Issues Committee. She describes how the Equity Issues Committee has supported the Racialised Women Faculty Group in expanding initiatives in the area of pay equity and gender salary redress, into an intersectional analysis of gender, race and salary

Message from the President...

at Ryerson. The Equity Issues Committee has also been proactive in stopping the deployment of special constables at Ryerson and the encouragement of alternative ways to secure safety for community members. The name of the University, and the statue of its namesake are also subjects that this Committee is tackling.

As a Faculty Association, the RFA must strive for the creation of a community at Ryerson that is respectful and inclusive, and it must also do whatever it can to provide a voice for those of our members who are dedicated to that goal. The RFA Committee on Equity Issues provides a channel for the RFA and its members to advance the pursuit of a discrimination and harassment free environment, and one in which community members experience equal opportunity and representation.

Welcome to our New Members

I do want to offer a warm welcome to all of our new members.

I want to reassure you that the role of a faculty association is to take on such issues as have been described here. It is a role that the RFA has traditionally embraced, and hopefully with your support, and in the face of an increasing corporatisation of universities, it is a role that we will continue to perform.

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.

Updates on COVID-19 positive cases on Campus

Ryerson's Environmental Health and Safety team is providing regular advisory notifications of COVID-19 positive persons on campus. To date, there have been 7 cases. For each case, an investigation and a risk analysis are performed. The infected individuals are not deemed to have been a risk to other community members. All appropriate cleaning and disinfection have been performed. For more information and updates about Ryerson's COVID-19 response, please visit <https://www.ryerson.ca/covid-19/reporting-covid-19-cases/>.

To keep our community informed, the RFA Executive passed the following motion on October 06, 2020 and conveyed it to the office of vice provost faculty affairs and Ryerson's Joint Health and Safety Committee.

"Be it resolved that the Executive of the RFA expects of the Administration and the Ryerson Joint Health and Safety Committee that all faculty and staff will be informed of any positive Covid test of any community member who has been on campus within 14 days of the test, and in the case of an employee, the building and floor on which that faculty member is employed.

In addition, on a daily basis, faculty and staff should be informed of any such positive tests within the prior 14 day period. The RFA Executive strongly recommends that the Administration share this information with the student community as well."

Ministry of Labor (MOL) field visit to Ryerson

The MOL came to campus on September 8, 2020 for a consultative visit to review and discuss Ryerson's plans for returning to campus. Discussions were centred around compliance with the Occupational Health and Safety Act and the measures and procedures to protect the health and the safety of workers. The MOL's mandate was to help workplace parties better understand the requirements under the Occupational Health and Safety (OHSA) and associated regulations. No action was required.

Ryerson's face mask policy

To address the City of Toronto's By-law 541-2020 which requires an operator of an establishment that is open to the public to adopt a policy to ensure that no member of the public is permitted entry to, or otherwise remains within, any enclosed space unless the member of the public is wearing a Mask or Face Covering, Ryerson University has developed a face mask policy to limit the spread of COVID-19 as per the City of Toronto's Medical Officer of Health recommendations. The face mask policy was approved on July 20, 2020. For more information about this policy please visit <https://www.ryerson.ca/policies/policy-list/face-mask-policy/>

Report from the Chair, Negotiating - Brain Ceh

On June 22, 2020 you received an email from the RFA Negotiation Committee indicating that it had become increasingly difficult to negotiate with the Administration after some small movement early on in bargaining. The Administration during the last few weeks of bargaining in June had not responded constructively to our issues. It became obvious to the RFA negotiation team that the Administration had once again (as it had in previous rounds of negotiations) used stalling and/or rejection of proposals as an approach to negotiation.

Conciliation

Due to a lack of movement in bargaining the RFA Negotiation Committee had requested that the matter move to Conciliation. Day-long conciliation meetings were scheduled on September 9th and 11th, 2020 with a Ministry of Labour Conciliator. It is unfortunate, but the negotiation committee was placed in an untenable position during Conciliation by the employer. As such, Conciliation was not successful. By the second day of Conciliation on September 11th it was apparent to all parties, including the Conciliator, that further progress could not be made at the conciliation table.

During Conciliation, as part of the third person conciliation process, the employer was asked by the Conciliation Officer on our behalf to justify some of their positions. The positions taken by the employer are concerning. For example, the employer is attempting to claim the unilateral right to determine our respective pension contributions and the parameters that define our pension contributions, e.g., discount rate. By the end of the second day of conciliation, the Conciliation Officer suggested that there was little agreement between the parties. The employer showed little interest in our proposals and remained intent on seeking concessions that are consistent with their desire for greater administrative control, oversight, and advantages.

No-Board Report

The Conciliation Officer issued a "no-board" report to the parties on September 21, 2020. Upon receipt of that report our Collective Agreement provides for submitting unresolved issues to arbitration. We are seeking the advice of the RFA executive with respect to arbitration. Further, a RFA membership meeting will be called to seek a mandate to move negotiations into arbitration.

The Road to Arbitration

It is worth noting that the negotiator for the Administration is a lawyer who does not have experience as an academic nor can he fully appreciate the needs of our members. There now is an apparent pattern to negotiations at Ryerson between the RFA and the Administration. During the past few negotiation rounds over the past decade there seems to be little progress at the negotiation table. The negotiation "wheels" are wobbling at best. Arguably, the Administration seems satisfied with using arbitration on a more regular basis in the hopes of settling a small handful of issues. This is due in part to the fact that arbitration, which is often facilitated by mediation, does not typically handle a large number of negotiation items. As in the previous negotiation round, perhaps 80 percent of the items we seek to negotiate are not being addressed or resolved. This figure may very well be higher.

As per our Collective Agreement, if any issues remain unresolved at the end of the Conciliation process, within seven days the parties are obliged to submit those issues to final and binding arbitration. Bear in mind, that it will likely take several months for arbitration to run its course.

Our current Collective Agreement expired on June 30, 2020. However as per Article 2.1.A of our Collective Agreement: "In the event of conciliation and/or arbitration, the Agreement shall continue in force until a new Agreement is reached."

Note, that while the 2018 Agreement will continue in force until a new agreement is reached, members did not receive across the board increases on July 1 and no CDIs on September 1 and will not until a new agreement is reached. As part of the terms of a new agreement the RFA will be seeking retroactive payment of these amounts, as has been agreed upon in the past.

We will keep you informed and we thank you for your support.

The RFA Negotiating Committee,
Brian Ceh (Chair), Joanne DiNova, Cecile Farnum, Andrew Hunter, Diane Pirner, and Andre Foucault (Labour Relations Director)

Report from the Chair, Grievance - Jesmen Mendoza

The RFA currently has 15 active grievances at various stages of our grievance procedures. Six of those grievances are scheduled or are in arbitration. Additionally, two grievances will be settled by the time this bulletin is published and, as always, the Association continues to work diligently in finding resolution to any of the outstanding matters above.

You may recall in a communication that I had sent to you in late September of this year, that the Association was successful in arbitrating the Administration's warrantless search and seizure of faculty mail. There has been much interest in this award by member associations that participate in the OCUFA Grievance Committee, and they are pleased to hear, along with our membership, how Arbitrator Burkett has upheld our reasonable expectation to privacy with respect to our mailboxes and the letters delivered to them.

Another grievance that is being arbitrated and that the membership might find of interest is with respect to the union dues paid by our Associate Members. Academic administrators are viewed as Associate Members by our Collective Agreement and the University is required to remit union dues that are half the mill rate of one's full compensation that the rest of the active membership pays. What is at issue is the Administration's view that full compensation is the RFA base salary only. The Association's view, however, is that full compensation is the RFA base salary along with any other stipends that Associate Members receive. As Associate Members may be impacted by a decision, Arbitrator Surdykowski provided an interim Award where Associate Members could make submissions with respect to their interests. As this grievance progresses through arbitration, I plan to report to the membership on how this continues to unfold.

Grievance Committee

The RFA Grievance Committee makes careful deliberations on how grievances should proceed. Each member has provided much effort, employed deep listening, and given support without hesitation when considering all Collective Agreement concerns. Each member has readily volunteered to act as co-Grievance Officer on select matters. The current members who serve on this committee are Jennifer Poole, Maureen Reed, and Tisha Ornstein, with our President, Ian Sakinofsky, serving as an ex-officio member. Along with these members, Andre Foucault, our Executive Director of Labour Relations, and Shiraz Vally, our Labour Relations Officer, also serve on this committee and they help in the handling of the day-to-day grievance affairs. Their assistance and vast knowledge are key to the effectiveness of our Grievance Committee.

Summary

Finally, the Association works diligently to take reasonable steps at resolving a member issue(s) under dispute. Not all complaints become grievances. Nevertheless, the RFA encourages all members to bring forward any concerns that they might have, no matter the size.

Report from the VP, External - Dave Mason

The pandemic has had a dampening effect on many aspects of academic externalization, as it has on so many other things.

At OCUFA, one of the effects was that the Executive Director, Michael Conlon, was being separated from his family, so he returned to BC. Therefore, throughout the summer and early Fall, Mark Rosenfeld has been interim ED while a committee has been searching for a new ED. The board ratified Jenny Ahn as the new ED a week ago, as I shared in rfa-announce.

While OCUFA's and CAUT's policy initiatives continue apace, much of the informal conversations - of lobbying and information exchange - which are so useful, have evaporated from Zoom meetings. I share these policy initiatives with the membership through rfa-announce, as they occur.

Report from the VP, External...

Post-secondary education is so irrelevant - perhaps even antithetical - to the current Ontario government (and that of several other provinces) that there is very little room for lobbying or influencing the government. So even before the pandemic struck, the only positive interactions with MPPs was with the opposition (Liberal and NDP) - in hope that the next government will have a clear understanding of the value of universities to the cultural, intellectual and economic health of the province.

In summary, while we work hard to support and educate our students - largely with their appreciation, this is a subdued, if not somber, time for universities in Ontario as we look for the "new normal" where we can pursue our larger mandate to society.

Report from the Chair, Equity Issues - Lila Pine

The RFA Equity Committee is supporting the Racialized Women Faculty Group in its work to complete an intersectional analysis of gender race and salary at the University. To that end a joint committee between the RFA, made up of members of the Racialized Women Faculty, the Equity Committee, the RFA VP Internal, and the University administration has been struck. Dr. Camille Hernandez-Ramdwar is the chair for the RFA and Dr. Roberta Iannacito-Provenzano is the chair for the University administration. The mandate of the committee is to engage an external consultant to conduct an intersectional faculty salary analysis with a focus on race and gender anomalies. The consultant will provide a report that includes the issues, the scope of the issues, and its recommendations. The committee will review and discuss the report and then make joint recommendations to the Interim Provost & Vice-President, Academic and the President of the Faculty Association. The joint committee will be the consultant's point of reference. The administration agreed to cover the full cost of the analysis.

The RFA Equity Committee has been proactive, on behalf of racialized faculty members, in stopping special constables on campus. To that end, we wrote to President Lachemi adding our voice to the growing outcry against cops on campus. In that letter, we acknowledge that some community members might quibble with using the term cops to describe Special Constables, but it is our assertion that Special Constables are in fact police because they have the same training and law enforcement powers as the police. We also assert in the letter that while it is possible that some members of our community might feel safer with the presence of police on campus, their peace of mind should not come at the expense of Black, Indigenous and Racialized faculty, students and staff. We point out that with the increased awareness around the use of lethal police force against Black and Indigenous bodies, bringing police on campus is not a good thing to do. Doing so, in this climate, will no doubt be met with the strongest of opposition. We encourage President Lachemi to find creative ways to secure safety for our community members without putting racialized people and people with mental health challenges in harm's way. We point to the Bear Patrol as a possible model. President Lachemi responded thus: "We have heard your concerns about bringing a special constables program to campus and I want to assure you that the University is listening. We have decided not to proceed with the special constables program." It is our hope that our university will lead the way in creating a safe campus without resorting to a criminalization approach to social issues.

The RFA Equity Committee has been supporting members experiencing racism and discrimination within the university. We have been exploring ways of strengthening the union's support of these members including at external tribunals.

The RFA Equity Committee has been in conversation with a wide range of community members about changing the name of the university, as well as removing the statue of the individual after whom the university is named due to his role in the establishment of residential schools, his advocacy for segregated schools for Black children, his opposition to education for women, and his transphobia. To that end, we will hold a forum next term to discuss names for the university that will stand up to the test of time.

Report from the Chair, Professional Affairs - Rachel Berman

RYERSON FACULTY ASSOCIATION AWARDS

Earlier in October, the Professional Affairs (PA) Committee and the RFA Executive were pleased to announce the recipients of three RFA Awards.

Dr. Maureen Reed was selected as the *Ryersonian of the Year* in recognition of her outstanding contributions to the Ryerson community, particularly in the past year. As many of you know, Maureen, an RFA member since 2001, a Professor in the Department of Psychology, a former Director of the Learning and Teaching Office, and an award winning teacher, was instrumental in creating the Ad Hoc Gender Equity Committee, which sought feedback from colleagues and presented a comprehensive report on gender equity issues to the RFA Executive and to the OVPFA last year. As one of her nominators wrote, “Dr. Maureen Reed is a courageous and accomplished professor who models leadership by example and has changed Ryerson for the better”. We are very pleased to recognize Dr. Reed’s contributions with this award.

This year, as in years past, we have two recipients of the *Career Achievement Award*, an award which recognizes a sustained, outstanding career of contributions to one’s profession, including one’s discipline, students, and community.

Dr. Diana Brecher is a clinical supervisor at the Centre for Student Development & Counselling and an Adjunct faculty member in the Department of Psychology. In describing Diana’s contributions, one nominator stated “She has demonstrated an unwavering commitment to creating programs, infrastructure, and services on campus that have transformed the supports available to Ryerson University students, faculty and staff. Dr. Brecher’s innovative ideas have fostered mental health and wellbeing initiatives throughout our campus that have also served as a model for other universities. After nearly three decades at Ryerson University, Dr. Brecher is unstoppable and continues to innovate in ways that will contribute to her legacy at our university.”

Perry Schneiderman, Associate Professor Emeritus, is the former Chair of the Ryerson Theatre School, and Former Artistic Director of the National Theatre School & Piggery Theatre. One nominator declared that “Perry’s significant contributions to the Canadian theatre community are undeniable. His influence and impact on generations of actors, writers and directors is demonstrated through the success of graduates from Ryerson and the National Theatre School...He is beloved by all students who were taught and mentored by him and has helped shape the careers of some of Canada’s most prominent theatre artists. As a distinguished member of the theatre community, he has directed countless professional and conservatory productions in both English and French, and has been a guest teacher at the Stratford Festival, Cirque de Soleil, Shanghai and Moscow to name but a few.”

The awards will be presented at the RFA General Meeting on December 2, 2020 via Zoom from 12 – 2 p.m.

RYERSON FACULTY ASSOCIATION SCHOLARSHIPS

The RFA Undergraduate Student awards, which includes two Full-Time, Part-Time and Indigenous student awards, and a Leadership award, are now adjudicated through University Advancement. Students are encouraged to apply via AwardSpring by October 15 every fall with winners announced in late November.

NEW FACULTY ORIENTATION

On October 15th the PA committee hosted an orientation on Zoom for new RFA members. Approximately 35 members participated along with a number of the members of the RFA Executive. Issues of faculty course surveys being conducted during COVID were raised, as were questions about the state of bargaining and the collective agreement. While it was wonderful to welcome new hires to Ryerson virtually, we hope we will get to meet in person in the not so distant future.

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

Faculty of Communication and Design

Ope Akanbi - *Professional Communication*
 Ehsan Behzadfar - *Graphic Communications Management*
 David Colangelo - *Professional Communication*
 Lisa Karen Cox - *Performance*
 Stephanie Davidson - *Interior Design*
 Rebecca Halliday - *Professional Communication*
 Kimberly Jenkins - *Fashion*
 Riley Kucheran - *Fashion*
 Nathaniel Laywine - *Professional Communication*
 Cole Lewis - *Performance*
 Owais Lightwala - *Performance*
 Cameron Macdonell - *Interior Design*
 Nicole Blanchett Neheli - *Journalism*
 Caron Phinney - *Fashion*
 Karyn Pugliese - *Journalism*
 Hector Rendon - *RTA*
 Noah Schwartz - *RTA*
 Layal Shuman - *Graphic Communications Management*

Faculty of Arts

Paolo Ammirante - *Psychology*
 Sarah Dermody - *Psychology*
 Jessica Evans - *Sociology*
 Kaitlin Fredericks - *Criminology*
 Tobin Haley - *Sociology*
 Elizabeth Jackson - *Philosophy*
 Andrew Kim - *Psychology*
 Brandon Martin - *Languages, Literature & Cultures*
 Jennifer Meness - *English*
 Lindsay Nixon - *English*
 Brandon Paul - *Psychology*
 Rai Reece - *Sociology*
 Elham Satvat - *Psychology*
 Rowan Shi - *Economics*
 Anne Spice - *Geography & Environmental Studies*
 Kelly Struthers Montford - *Criminology*
 Ravi Thiruchselvam - *Psychology*
 Jennifer Tunncliffe - *History*
 Madeline Whetung - *Geography & Environmental Studies*

Ted Rogers School of Management

Nukhet Agar - *Marketing*
 Joseph Aversa - *Retail Management*
 Michael Baumtrog - *Law & Business*
 Irfan Butt - *Marketing*
 Naima Cherchem - *Entrepreneurship & Strategy*
 Gunawardena Egodawatte - *Global Management Studies*
 Peter Fisher - *Human Resources Management & Organizational Behaviour*
 Peter Halewood - *Law & Business*
 Patricia Hania - *Law & Business*
 Sean Hingston - *Marketing*
 Anso Ho - *Real Estate*
 Mahsa Madani Hosseini - *Global Management Studies*
 Bradley MacMaster - *Accounting*
 Michael Mihalicz - *Entrepreneurship & Strategy*
 Zeinab Noorian - *Information Technology Management*
 Abbas Keramati - *Information Technology Management*
 Mathieu Lajante - *Marketing*
 John Li - *Accounting*
 Matthew Philp - *Marketing*
 Sareh Pouryousefi - *Law & Business*
 Leonard Rotman - *Law & Business*
 Debashish Roy - *Information Technology Management*
 Nursel Ruzgar - *Global Management Studies*
 Romi-Lee Sevel - *Accounting*
 Mehdi Shajari - *Information Technology Management*
 Wayne Smith - *Hospitality & Tourism*
 Daniel Tut - *Finance*
 Shengkun Xie - *Global Management Studies*
 Dongning Yu - *Accounting*

Faculty of Science

Yeganeh Bahoo - *Computer Science*
 Aidan Brown - *Physics*
 Nariman Farsad - *Computer Science*
 Jim Ghoshdastidar - *Chemistry & Biology*
 Laura Graham - *Chemistry & Biology*
 Jan Matejovic - *Chemistry & Biology*
 Hossein Noyan - *Chemistry & Biology*
 Roxana Suehring - *Chemistry & Biology*
 Richard Wang - *Computer Science*

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

Faculty of Community Services

Samantha Biglieri - *Urban & Regional Planning*
 Valerie Borum - *Social Work*
 Elizabeth Cates - *Midwifery*
 Barbara Chyzzy - *Nursing*
 Maher El-Masri - *Nursing*
 Claire Dion Fletcher - *Midwifery*
 Loretta Loon - *Child & Youth Care*
 Olufunke Oba - *Social Work*
 Victor Perez Amado - *Urban & Regional Planning*

Faculty of Law

Angela Lee
 Alexandra Mogyoros

Faculty of Engineering & Architectural Science

Reza Faieghi - *Aerospace Engineering*
 Jamy Li - *Mechanical & Industrial Engineering*
 Arya Russell - *Mechanical & Industrial Engineering*
 Virgilio Valente - *Electrical, Computer & Biomedical Engineering*

Library

Nora Mulvaney
 John Papadopoulos

Counselling

Miriam Reece



Retirees

- ◆ Gene Allen - *Journalism*
- ◆ Michael Arts - *Chemistry & Biology*
- ◆ Kathryn Bewley - *Accounting*
- ◆ Roma Chumak-Horbatsch - *Early Childhood Studies*
- ◆ Elaine Frankel - *Early Childhood Studies*
- ◆ Rachel Langford - *Early Childhood Studies*
- ◆ David Martin - *Hospitality & Tourism Management*
- ◆ Bernard McEvoy - *Hospitality & Tourism Management*
- ◆ Bernadine Murray - *Fashion*
- ◆ Sheila O'Neill - *Professional Communication*
- ◆ Joshua Panar - *Computer Science*
- ◆ Ramani Ramakrishnan - *Architectural Science*
- ◆ Ivor Shapiro - *Journalism*
- ◆ Deidre Taylor - *Accounting*
- ◆ John Turtle - *Psychology*
- ◆ Baruch Zone - *Architectural Science*

RFA Scholarship Winners

RFA Indigenous Award

- ◆ Emma Bilodeau - Midwifery, Faculty of Community Services
- ◆ Levi Marshall - Film Studies, Faculty of Communication and Design

RFA Full-time Student Award

- ◆ Samantha Howden - Social Work, Faculty of Community Services
- ◆ Levi Marshall - Film Studies, Faculty of Communication and Design

RFA Part-time Student Award

- ◆ Rabiah Choksi - History, Faculty of Arts
- ◆ Radcha Mestoewa - Entrepreneurship, Ted Rogers School of Management

The RFA Executive for 2020/21 is composed of the following

President	Ian Sakinofsky
Vice President Internal	Peter Danziger
Vice President External	Dave Mason
Treasurer	Anthony Francescucci
Secretary	David Naranjit
Chair, Grievance	Jesmen Mendoza
Chair, Negotiating	Brain Ceh
Chair, Professional Affairs	Rachel Berman
Chair, Equity Issues	Lila Pine
Health & Safety Officer	Habiba Bougherara
Indigenous Faculty Representative	Cyndy Baskin
Members At Large	Corinne Hart
	Donna Koller

RFA General Meeting

December 2, 2020, 12 (noon) - 2:00 p.m.

Zoom Video Conference

Disclaimer

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

THANK YOU

We would like to thank all contributors to this issue.

Editor: David Naranjit



RFA DEPT/SCHOOL REPS - 2020/2021

Accounting	Oliver Okafor	ITM	1. Abbas keramati
Aerospace Engineering	Seyed M. Hashemi		2. <i>Vacant</i>
Architectural Science	1. Umberto Berardi	Interior Design	Taymoore Balbaa
	2. <i>Vacant</i>	Journalism	Marsha Barber
Chemical Engineering	Chil-Hung Cheng	Languages, Literature & Culture	Ndeye Ba
Chemistry & Biology	1. Lynda McCarthy	Law & Business	<i>Vacant</i>
	2. Beverlee Buzon	Law School	Alexandra Mogyoros
	3. <i>Vacant</i>	Library	1. Val Lem
Child & Youth Care	<i>Vacant</i>		2. Ann Ludbrook
Civil Engineering	1. <i>Vacant</i>	Marketing	Matthew Philp
	2. <i>Vacant</i>	Mathematics	1. Niushan Gao
Computer Science	1. Alex Ferworn		2. Wei Xu
	2. Yeganeh Bahoo	Mechanical & Industrial Engineering	1. Mucahit Cevik
Counselling	Jean Tsai		2. Sajad Saeedi
	Daniela Cristini (Alternate)		3. Kourosh Zareinia
Creative Industries	Miranda Campbell	Midwifery	Nicole Bennett
Criminology	Anna Flaminio	Nursing	1. <i>Vacant</i>
Disability Studies	<i>Vacant</i>		2. <i>Vacant</i>
ECS	Mehrunnisa A. Ali		3. <i>Vacant</i>
Economics	1. Richard Chisik	Nutrition	Sandra Juutilainen
	2. <i>Vacant</i>	Occupational & Public Health	Chun-Yip Hon
Electrical Engineering	1. Vadim Geurkov	Philosophy	1. Antonie Panaïoti
	2. Lev Kirischian		2. Michael Milona
	3. <i>Vacant</i>	Physics	Jesse Tanguay
English	1. Sarah Bull	Politics	1. <i>Vacant</i>
	2. Colleen Derkatch		2. <i>Vacant</i>
Entrepreneurship & Strategy	Kimberly Bates	Professional Communication	<i>Vacant</i>
Fashion	Anika Kolowski	Psychology	1. Maureen Reed
Finance	Lakeh Samarbaksh		2. Tisha J. Ornstein
Geography & Environmental Studies	1. Evan Cleave		3. <i>Vacant</i>
	2. Tor Oiamo	Real Estate	David Scofield
Global Management Studies	1. Hossein Zolfagharina	Retail	Janice Rudkowski
	2. <i>Vacant</i>	RTA	1. Charles Zamaria
Graphic Communications	Richard Adams		2. Marusya Bociurkiw
Health Services	James Pringle	Social Work	1. Susan Preston
History	Joey Power		2. Dawn Onishenko
Hospitality & Tourism	Zhen Lu	Sociology	1. Jacqui Gingras
HR & Organizational Behaviour	Ellen Choi		2. <i>Vacant</i>
Image Arts	1. Dimitrios Latsis	School of Performance	Michael Bergmann
	2. Izabella Pruska-Oldenhof	Urban & Regional Planning	Chris De Sousa