

The Newsletter of Ryerson Faculty Association

Fall 2021 Vol. 37 No. 1

Colleagues,

At the time of writing this report, many of us are engaged in reading the tea leaves. With respect to returning to campus and in-person teaching, there is much uncertainty and a great deal of anxiety.

In a crude poll conducted by the XFA on October 19 2021, that attracted 727 responses (73.5% of our membership) in a little over 24 hours, 68.4% of the respondents indicated that they felt that it was to soon to be fully back on campus, in person, in January 2022. A poll conducted amongst our CUPE colleagues elicited the same response from 72% of their respondents.

It should be stated that, while XFA members overwhelmingly state that they prefer teaching in-person, throughout the pandemic a large majority of XFA members have consistently indicated that they are reluctant to return until the environment is safe for all community members. This was reflected in the surveys conducted by the XFA in June 2020 and in

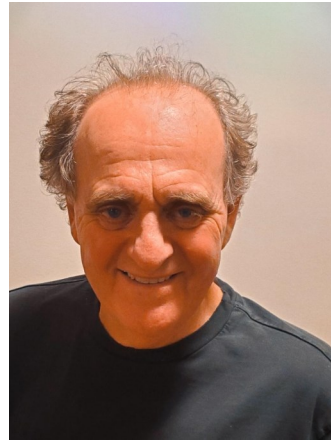
June 2021, and also in the above poll.

The Faculty Association has been advised not to be alarmist – that is surely good advice.

Members have different propensities for taking risks, and different understandings of what the risks are.

Nonetheless, uncertainty and anxiety still abound, and there is no question that at this stage, the majority of our members are experiencing much trepidation at the prospect of returning to in-person teaching in January, 2022. The manner in which this return is coordinated is germane to the health of XFA members and to the health of the University and its community.

In this regard, and in the face of the decision to stage a close-to-full return to in-person teaching in January 2022, the uncertainty confronting the XFA membership is not restricted to anticipating the trajectory of the pandemic, and the efficacy of vaccines. Rather, on campus, the



Ian Sakinofsky, President

focus has shifted to one of anticipating the measures that our Administration will be taking to mitigate the effects of the pandemic.

This is an area where, surely, there does not need to be as much uncertainty as there is at the moment.

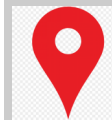
At the moment, i.e., at the time of writing this report, faculty and other campus community members are not aware of how people congestion is to be managed. No information has been provided on how the vaccine mandate is to be enforced in general, and in particular at the entrances to buildings or classrooms. There is no information on how masking polices are to be enforced.

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Important Dates

X*FA General Meeting

December 7, 2021

Zoom Video Conference

Zoom invitation will be sent via
RFA-Announce at a later date.

* * *

X*FA List Servs

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

We wish to keep you informed!

Thank you.

Retirees

- ◆ Richard Adams - *Graphic Communications Management*
- ◆ Gene Allen - *Journalism*
- ◆ Michael Arts - *Chemistry & Biology*
- ◆ Heather Beanlands - *Nursing*
- ◆ Marta Braun - *Image Arts*
- ◆ Robert Burley - *Image Arts*
- ◆ Roma Chumak-Horbatsch - *Early Childhood Studies*
- ◆ Marco Fiola - *Languages, Literatures & Cultures*
- ◆ Debora Foster - *Chemistry & Biology*
- ◆ Vid Ingelevics - *Image Arts*
- ◆ Robert Jackson - *Library*
- ◆ Lorraine Janzen Kooistra - *English*
- ◆ Ira Levine - *Performance*
- ◆ Zhen Lu - *Hospitality & Tourism Management*
- ◆ Ngok-Wa (Bobby) Ma - *Electrical, Computer & Biomedical Engineering*
- ◆ Jennifer Mactavish - *Disability Studies*
- ◆ David Martin - *Hospitality & Tourism Management*
- ◆ Elizabeth McCay - *Nursing*
- ◆ Patricia McGraw - *Finance*
- ◆ Roy Morley - *Marketing*
- ◆ Michael Murphy - *RTA*
- ◆ Joshua Panar - *Computer Science*
- ◆ Nancy Purdy - *Nursing*
- ◆ Kaamran Raahemifar - *Electrical, Computer & Biomedical Engineering*
- ◆ Ramani Ramakrishnan - *Architectural Science*
- ◆ Ann Rauhala - *Journalism*
- ◆ Ivor Shapiro - *Journalism*
- ◆ Pat Sniderman - *HR & Organizational Behaviour*
- ◆ Karen Spalding - *Health Services Management*
- ◆ Peter Strahlendorf - *Occupational & Public Administration*
- ◆ Neil Thomlinson - *Politics & Public Administration*
- ◆ John Turtle - *Psychology*
- ◆ Janice Waddell - *Nursing*

Message from the President...

There is no information on how ventilation and air quality are to be measured, reported and maintained, and whether or not classrooms are to be flushed between uses. Information on the safety of washrooms, offices, hallways, and other meeting spaces has not been provided, and no protocols provided. Rumours abound on the use of face shields and whether these are to be provided. Lapel microphones have also been identified as potential hazards, and questions as to whether these should be individually provided, as required, are being raised.

No doubt, there are more concerns that have not been captured here.

The answers to many of these questions or whether they will even be addressed, will undoubtedly be revealed in the days ahead. But it is necessary to note at this point that the situation is uneasy for many of our members.

The impression one gets, when one doesn't get a clear statement from above, or when the senior administration passes the buck, is that: they don't have a clear direction themselves, or they don't have one that they are willing to share, or that they are divided, or that they are keeping their options open.

And, this does not inspire confidence.

It also speaks to the type of university that this university has become, with estrangement between an increasingly isolated, largely non-academic, senior Administration and the rest of the university.

THE STATE OF THE UNIVERSITY

By all reports the finances of the university are as healthy as ever.

The university's Consolidated Financial Statements for the year ended April 30 2021, were released in June 2021. These show tuition and other revenue for that period to be considerably healthier than had been anticipated in the budget discussions that took place in March 2021 with respect to the upcoming 2021-2022 year.

Further, domestic student enrolment has sustained itself and continues to increase. The projected drop in international student enrolment for the Fall 2021 did not come to pass, and it was reported to Senate in October 2021 that international enrolment exceeded its target. It was also reported at Senate in October 2021 that 862 (75%) of the 1144 pre-Covid Ryerson operated residence spaces are occupied.

In September 2021, 36 new tenure stream faculty began teaching at the university. At the same time, it should be noted that a number of XFA faculty members had resigned or retired during the course of the 2020-21 academic year, and the number of LTF faculty members in Fall 2021 declined from 36-34.

The net effect of this is that in the Fall 2021 semester the total number of RFA faculty members has declined from 946 last year, to 945 this year.

In addition, there are 18 Counsellor members and 26 Librarian members of the XFA.

This minimal decline in our faculty membership will continue to ensure that the number of students per faculty member at our university remains significantly above that of all other Ontario universities and, almost certainly, in the country as a whole. Not a record of which to be proud.

Coupled with the reported reductions in course offerings in the Chang school in Fall 2021, these figures likely represent another unwelcome boost to RFA members' average class size.

All the while, our employer has been advancing its corporate agenda - the Law Faculty has been launched and during the pandemic its new classrooms and facilities have been completed; steps are being taken to lay the groundwork for a new Medical School; activities continue with regard to expanding offerings at the Canadian Universities of Egypt; efforts are being continued to expand and absorb the private sector operator, Navitas, into our midst as a private for-profit recruitment arm and international student revenue generator.

Renaming, and dare we say rebranding, of the former Faculty of Communication and Design (FCAD), has taken place, not to mention the much-supported exercise of renaming the university as a whole.

Message from the President...

Within the administrative ranks, the money managers, the marketers, and the public relations specialists have dictated the decision making at this university – down to the communications both internal and external, including on academic matters and those to do with health and safety.

This has been felt by the Faculty Association in the form of unilateral decisions that are not in the spirit of a collegial relationship and collegial governance, nor in the spirit of our collective agreement. Hence, we find ourselves currently embroiled in long, arduous and extremely costly arbitrations, such as those relating to the contract with Navitas, unilateral increases in our pension contributions, pay equity, the exercise of academic freedom, and even hiring practices.

NEGOTIATIONS

The final stage in the negotiation of the 2020-2023 Collective Agreement was completed in the second week of this month, November 2021. The text still needs to be finalised and copies are to be distributed to the membership once they become available.

This follows more than two years of preparation, negotiation, conciliation, mediation, arbitration, and then further negotiation. It need not have taken this long. Elsewhere in this newsletter Brian Ceh the Chair, Negotiating, provides a report on the last part of the settlement. Here, I would just like to comment on the process itself.

Over the last ten years, the Administration has shown an increasing antipathy to having to negotiate terms and conditions with the Faculty Association.

This last round appears to have been particularly troubling, and was considerably impaired by a restructuring in the office of the Vice Provost Faculty Affairs. This restructuring was designed to distance the senior administration from the negotiating process, and in so doing diminish the presence of the Faculty Association. For the first time, the Vice Provost Faculty Affairs, a senior academic administrator, was not to be at the bargaining table, and a more junior non-academic position was created to lead the Administration's bargaining team.

Matters were made worse by the fact that when bargaining commenced in 2020, the position of Vice Provost Faculty Affairs was vacant, and the newly created Executive Director Faculty Affairs position had yet to be filled.

To perform the role of Chief Negotiator, the Administration retained their external legal counsel i.e., an outside lawyer. The level of familiarity with the issues on the table was limited, and the process of exchange between the parties appears to have been like no other round before it.

Some time after the initial negotiations had been terminated and the parties were approaching Conciliation, an Executive Director Labour Relations was appointed from outside the university, and joined the bargaining process. The confusion of roles continued, and it was never clear who the Faculty Association was actually bargaining with behind the scenes.

It is to the credit of the XFA negotiating committee that they were able to maintain their focus and their resolve, and emerge with an agreement that was unspoiled by the unconventional process and sometime unconventional proposals that were put before them.

WELCOME AND RETURN

Colleagues, if we include the Winter 2020 semester, we are now nearing the end of our fourth regular semester of enforced emergency remote teaching. It has taken us all of this time to adjust to emergency remote teaching. Now, whenever we do go back, we are likely to gradually embrace the return to in-person teaching, even as we confront the uncertainty of the health and safety situation.

By many accounts, our resumption of in-person teaching is most likely not going to resemble exactly what it was before – innovations and adaptations that were created to suit the pandemic will frequently be incorporated into in-person modes and an expanded use of technology is very likely to occur.

Message from the President...

Concerns with health and safety, of self and others, coupled with the stress of resuming in-person teaching after a long absence, are likely to create pressure of all kinds for many of us. As we adapted to emergency remote teaching in our own way and largely on our own terms, so we should feel able to return to in-person teaching on our own terms and not feel compelled to comply with any demands that are not reasonable.

Our Administration did one thing right during this pandemic, for which we should be thankful.

Namely, they were relatively quick to cease in-person teaching, and compared to some, but not all other Ontario universities, until now they have been relatively slow to require a return.

Given the commuter nature of our university, its relatively small downtown footprint, and the huge campus overcrowding, it is hard to think that they could have done otherwise, but nonetheless this should be acknowledged.

On the subject of other GTA universities, it should be noted that while the other GTA universities may have engaged in more in-person activity during the Fall 2021 semester, they have by no means engaged in a full return. And definitely, they have not engaged in the kind of return that our Administration appears to be envisaging for January 2022.

Colleagues at the Faculty Associations at York and U of T have said that the degree of in-person teaching at their universities in Fall 2021 has varied from department to department, and from campus to campus. They estimate that on aggregate it has not reached 50% at either institution, and that in some locations it is far less than 50%

Through allowing this flexibility, albeit not entirely on a systematic basis, these universities have achieved the effect of a non-pharmaceutical intervention (NPI), i.e., not a total reliance on the vaccine, even as they may have proclaimed a full return to in-person teaching. Similarly, these universities have not been as categorical as X University to declare a 100% normalisation in January 2022. But even if they were to do so, it appears that they still allow for variation and flexibility within their dispensation.

Our university, on the other hand, appears about to flip from one extreme to the other. Moving from the more prudent, but not very clinical, approach of the Fall, to a complete dependence on vaccines and no known implementation of NPIs (non-pharmaceutical interventions) in the Winter 2022. In so doing, our X University may well be outpacing the other Toronto universities in their zeal to put the pandemic behind them.

Our university might very possibly be making a mistake, particularly given the seasonal fluctuation in virus infection and transmission which peak in January and February. However, they have not shared their rationale, nor the details of their mitigation measures, so we do not really know what they are thinking.

Whenever we come back, and under whatever circumstances, it will mean that the new faculty members who joined us in September 2021, will be meeting their colleagues for the very first time. To these meetings we welcome you, and hope that the promise of the remote exchanges that you have experienced so far, will be transferred into long and meaningful workplace relationships and careers at this university.

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.

Covid-19 vaccine

Effective Monday, October 18, 2021 individuals accessing campus or in-person university activities off-campus must be fully vaccinated or have received an approved exemption from the university. Individuals who have approved exemptions are still required to participate in the rapid antigen testing program. For more Covid-related updates consult [Ryerson COVID-19 Information and Updates - Ryerson University](#)

Eligibility for benefits related to compulsory COVID-19 vaccine

You may be eligible for some benefits if you have received a COVID-19 vaccine as a compulsory part of your employment and you have experienced an adverse reaction. In this case, you should report this matter to your employer and file a claim so the WSIB can determine your eligibility for benefits. For more information see <https://www.wsib.ca/en/faqs-about-claims-and-covid-19>.

Indoor air quality assessment

EHS retained an environmental consulting company to assess an Indoor Air Quality (IAQ) in KHS346/348 located on the 3rd floor of 60 Gould Street. The assessment was performed on October 21, 2021, and included the following: visual inspections of the office space, measurement of respirable particulate matter, and air sampling for total airborne fibers. The results were then compared to occupational exposure limits for silica and asbestos.

Minor dust accumulation to horizontal surfaces was identified but was not considered to be a significant deficiency that would be expected to have a detrimental impact on the quality of air. Results of measurements for respirable particulate matter and total airborne fibers indicated that all concentrations were below their respective regulated limits. It was concluded that the majority of occupants should feel comfortable and are not expected to experience any health or discomfort issues associated with the air quality parameters measured.

Report from the Chair, Negotiating - Brain Ceh

In June 2021, the Board of Arbitration determined most of the terms and conditions of our 2020-2023 collective agreement and issued its decision. This determination was conveyed to the membership in a communique on June 11, 2021. While the award made outright determinations on some of the issues brought to negotiations by both parties, it allowed the parties the ability to continue to negotiate on benefits, with the Arbitrator remaining seized on the matter. In response, the Negotiation Committee for the Faculty Association has been in constant contact with the Employer in negotiating our benefits.

The Committee has almost completed its negotiation of benefits and we were able to make significant benefit gains within the framework of Bill 124. We believe the gains achieved will enable the Association to be a leader in the academic sector with respect to benefits. This includes benefit(s) that are unique to our Faculty Association, such as medical marijuana. The hard work of the Committee in undertaking research on benefits and in providing cogent, rational arguments, has paid-off.

By the time the Committee finalizes benefit discussions with the employer, it will be one of the longest rounds of negotiations for the Association. The Committee will soon be sending a communique to all Association members on the specifics of items negotiated in the 2020-23 Collective Agreement. Members will recognize that the new changes in our Collective Agreement, to be revealed shortly, provide significant gains in several areas, including promotion, equity, and benefits, to name a few.

The Committee is grateful for the support of the membership and we look forward to sharing the achievements we have made.

The 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 14 active grievances at various stages of our grievance procedures. Nine of those grievances are scheduled to be or are in arbitration. Additionally, one grievance will be settled by the time this bulletin is published and, as always, the Association continues to work diligently in finding resolutions to all of the outstanding matters above.

Amongst the above-mentioned grievances, there is a set of grievances that should be of interest to our general membership. This set of grievances (i.e., 2021.04, 2021.03, and 2020.09) is in relation to Human Rights Services (HRS) and their treatment of our members involved with investigation processes with respect to claims of discrimination and harassment. Before describing these grievances further, it is important for the Association to state how it supports having an academic workplace free of discrimination and harassment. However, what the Association will not support is our members being subjected to processes that are unfair and that do not take into consideration our members' dignity. This set of grievances represent, in the Association's mind, our deep concerns at how HRS is conducting themselves.

Grievance 2020.09 is a complaint with respect to HRS handling and treatment of our Indigenous members participating in an investigation. In this particular grievance, concerns were raised by the Association on how HRS failed to adopt a trauma-informed and intersectional analysis to their internal investigation. Grievance 2021.03 involved a number of outstanding investigations that were part-way through their process. Sometime this past summer, HRS had changed their policy and applied their new procedures to investigations already underway and operating under the old procedures. The new procedure saw the exclusion of a member's ability to see the analysis of the investigator, where the member could then exercise a further right to respond before the full investigation report was submitted to a decision maker. The Association argued that investigations begun under the old procedures should continue to be followed. Finally, Grievance 2021.04 involves the appointment of a decision maker by HRS who claim they are not directly accountable for their decisions under Article 9 of the grievance procedure. This grievance has yet to be presented to the Administration. However, the Association intends to argue that all decision makers are indeed accountable for the actions they take on behalf of the University.

I'm happy to report that with respect to Grievance 2020.09, the Administration has promised to create a working group to examine how to improve processes within HRS to be more responsive, considerate and supportive of our Indigenous members and their specific needs when participating in an investigation. Additionally, the Administration has agreed to look into training for senior administrators, HR, OVPFA and HRS staff with respect to the above. Although this is welcomed, this grievance has not been fully resolved but we are optimistic that it will be. As for Grievance 2021.03, I am pleased to announce that the VPFA has allowed our grievance and those investigations that involved our members and commenced under the old HRS procedures to continue to follow those same procedures as opposed to the new procedures recently instituted by HRS. These grievances being resolved at the VPFA level represents how the current officeholder has some appetite for developing good labour relations with the Association as opposed to just simply invoking management prerogative. Let us hope that this trend of developing good labour relations and finding meaningful solutions to our workplace concerns continues.

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. The current members who serve on this committee are Cecile Farnum, Tisha Ornstein, Diane Pirner, Maureen Reed, and, 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, serve on this committee and help with the handling of our day-to-day grievance affairs. Their assistance and vast knowledge are key to the effectiveness of our Grievance Committee.

Summary

Finally, 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. We look forward to assisting all our members.

Report from the Chair, Equity Issues - Lila Pine

Last Spring, the XFA Equity Committee collaborated with Saagajiwe to hold a special Moon Talk (thirteen-month talking series bringing Indigenous and Black communities together). We invited students from one of Dr. Anne-Marie Singh's classes to talk about choosing a new name for this university because of the inherent racism embedded in its existing name. We asked them to dream of a name that would embody a culture of kindness, as well as stand the test of time. Black and Indigenous students shared their perspectives on our namesake's role in the establishment of residential schools, his advocacy for segregated schools for Black children, his opposition to education for women and his transphobia. They spoke of giving the university a name that celebrates Indigenous and Black cultures and honours women and trans folk, a name that speaks to diversity and inclusion in all its complexity. We are pleased that the Standing Strong (Mash Koh Wee Kah Pooh Win) Task Force, upon completion of their work, came to the same conclusion – the name of the university must be changed!

The XFA Equity Committee continues its support of the Racialized Women Faculty Group in its work to complete an intersectional analysis of gender race and salary at the University. Last year a joint committee between the XFA, made up of members of the Racialized Women Faculty Group, the Equity Committee, the XFA VP Internal, and the University administration was struck. Dr. Camille Hernandez-Ramdwar and Dr. Roberta Iannacito-Provenzano are Co-Chairs of the committee. Heather Krause who is a member of the American Statistical Association, CEO of We All Count (a project for equity in data), and a member of the United Nations Data Advisor Board of Directors was hired to conduct the intersectional salary analysis. Heather is in the process of finalizing her report.

The XFA Equity Committee continues its support of 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. As noted in a recent communique to the membership, faculty have increasingly been targets of anti-black racism, homophobia, misogyny and sexual harassment in the classroom, particularly in the virtual classroom. To address this the Equity Committee and Professional Affairs Committee are working together with members of the faculty to hold a public forum on creating safer inclusive classrooms.

A separate, yet related issue is how confidentiality plays itself out at the University. If a faculty member decides to launch a complaint against someone in the university, be it a colleague, a student or an administrator for racism, sexism, harassment or anything that goes against the Workplace Civility and Respect policy, they are immediately silenced with a gag order. Complainant and respondent are informed that information pertaining to the complaint must be held in strict confidence. They are to refrain from discussion around the fact that an investigation is being conducted, as well as from discussing the contents of the complaint and of the investigation interview. The entire process is shrouded in secrecy. It is so opaque that the respondent never gets to hear the accusations against them directly and the complainant never hears the respondent's defense. The process itself takes months to complete. The toll this takes on individual members cannot be overstated. The Equity Committee is in the process of developing alternative models of conflict resolution that are transparent and geared towards healing.

The XFA Equity Committee is a co-sponsor of the [National Forum on Anti-Asian Racism: Building Solidarities](#) that will take place on November 9th and 10th.

Equity Issues Committee Members:

Beverlee Buzon (Chemistry & Biology), Anne-Marie Singh (Criminology, Loyal Shuman (Graphic Communications Management)



Report from the Chair, Professional Affairs - Rachel Berman

FACULTY ASSOCIATION AWARDS

At the AGM on May 7, 2021, the Professional Affairs Committee was pleased to announce the three recipients of awards this year, Dr. Rahul Sapra, Dr. Farrokh Janabi-Sharifi, and Dr. Alan Sears

Ryersonian of the Year Award

Dr. Rahul Sapra has been a member of the English Department at Ryerson since 2005. After serving as Ryerson Faculty Association's Vice-President (External) for 4 years, and OCUFA's Vice-President for 2 years, Dr. Sapra began his 2-year term as OCUFA's President in July 2019 in the midst of the Provincial government's attack on post-secondary education and union rights, and with COVID-19 hitting in March 2020. As his nominators wrote: "Dr. Sapra saw the immediate need to address the challenges created by COVID-19 for faculty, academic librarians, and students, such as the shift to remote teaching, increase in workload, Health and Safety issues, challenges for marginalized and racialized groups, job losses especially for Contract Faculty (bulk of whom are women), and lack of funding for universities, and the crisis at Laurentian University undermining University autonomy in Ontario. Dr. Sapra has tirelessly provided leadership and support to all of OCUFA's member associations, educated the broader public about the challenges facing the postsecondary sector, opposed the government's attack with well-informed critiques, strengthened solidarity amongst various stakeholders, and advocated for high quality, accessible postsecondary education without compromising the rights of faculty and academic librarians. Dr. Sapra succinctly conveyed OCUFA's message to the government and the broader community through an active participation in the media." The range and depth of Dr. Sapra's exemplary leadership at OCUFA and his active advocacy in connection to the university sector and Ryerson over the past year cannot be captured in this brief paragraph. We were very pleased to be able to acknowledge Dr. Sapra's work by awarding him the Ryersonian of the Year Award (ROY). Bravo and thank you Raul!

Career Achievement Award

This year, as in years past, we have two recipients for 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. Farrokh Janabi-Sharifi

Dr. Janabi-Sharifi joined the Department of Mechanical and Industrial Engineering in 1997. His many high-impact and significant research contributions in robotic systems, including the design of the first robot-assisted cardiac intervention program, one amongst many other firsts in his field, were noted by his nominators and in his letters of support. They also spoke of his extensive domestic and international collaborations, technology transfers, and publications, and his ongoing excellence in teaching and curricular activities. Also noted, were his significant contributions to mentorship and training of students, and his support of their extracurricular activities, including the founding of the competition winning Robotics Club, and a student-based journal. His service to the department, Faculty, and university at large, were well documented, as was his outstanding record to his scientific and professional community. His service to promote EDI was also noted. Congratulations to Dr. Janabi-Sharifi!

Dr. Alan Sears

Dr. Sears joined the Sociology Department in 2005 serving as Chair since 2016. His nomination letter and letters of support documented his numerous and ongoing collaborative and impactful equity-oriented contributions to scholarship in sociology, curriculum and pedagogy, the workings of the department, and the community at large, along with his unwavering support and mentorship of early career faculty, students, teaching assistants, and colleagues, particularly those who are diversely situated. One of his nominators wrote that "Alan has played a leadership role in supporting curricular and hiring practices aimed at decolonizing and Indigenizing the curriculum in the Sociology Department. As department Chair, he has supported and introduced new courses on anti-racism and has built one of the most diverse departments at Ryerson University, with the largest number of stellar, BIPOC scholars on campus. His current work in this area builds upon a long history of teaching queer-oriented courses at the University of Windsor and at Ryerson University. For Alan, putting into action critical, inclusive, action-oriented, social-justice-based education is a lifetime commitment, a calling, and a privilege." Dr. Sears-congratulations!

Report from the Chair, Professional Affairs...

FACULTY ASSOCIATION SCHOLARSHIPS

These Undergraduate Student Awards are adjudicated through University Advancement. Students are encouraged to apply via AwardSpring. We are pleased to share the recipients of the 2020-2021 awards:

Award	First Name	Last Name	Program	Faculty	Graduation Year
Indigenous Student Award	Edie	Assinewe	Retail Management	Ted Rogers School of Management	2021
Indigenous Student Award	Samantha	Howden	Social Work	Faculty of Community Services	2021
Full-Time Student Award	Antonia	Pavic	Psychology	Faculty of Arts	2021
Full-Time Student Award	Nikita	Ruzycky	English	Faculty of Arts	2022
Leadership Award	Victoria	Ross	Collaborative Nursing	Faculty of Community Services	2021
Part-Time Student Award	Tsillat	Anteneh	Business Management	Ted Rogers School of Management	2022

NEW FACULTY ORIENTATION

On October 18, 2021, the PA committee hosted an orientation on Zoom for new members. Seventeen new members participated along with several members of the executive. Processes such as tenure and evaluation, issues facing LTFs, and growing class sizes were discussed and an update about the state of bargaining and the collective agreement was provided. If you are a new faculty member who was unable to attend, please contact the XFA office for a Zoom recording of the session.

Professional Affairs Committee.

Rachel Berman, Chair, Jacquie Gingras and Kristin Snoddon.

**Annette Bailey Receives Prestigious OCUFA Teaching Award**

Annette Bailey, an Associate Professor in the School of Nursing at X University, has been named one of Ontario's most outstanding university teachers by the Ontario Confederation of University Faculty Associations (OCUFA). She is receiving a 2020-2021 OCUFA Teaching Award for her outstanding contributions to the quality of higher education at Ontario's universities.

"Annette Bailey embodies the best qualities a teacher and scholar can have," said Associate Professor Edmund Pries, Chair of OCUFA's Award Committee. "She is dedicated to her students, endlessly innovative, and committed to equity, diversity, and inclusion."

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

Faculty of Communication and Design

Mark Argo - *RTA*
Daniel Berlin - *RTA*
Dirk de Waal - *Fashion*
Rebecca Halliday - *Professional Communication*
Karen Harnisch - *Image Arts*
Owen Lyons - *Image Arts*
Kisha McPherson - *Professional Communication*
Salman Rana - *Creative Industries*
Debashis Sinha - *Performance*
Tatyana Terzopoulos - *RTA*
Quan Thai - *Interior Design*

Faculty of Arts

Darcy Ballantyne - *English*
Natalia Bezmaternykh - *Economics*
Molly Henry - *Psychology*
Jessica Jeong - *Psychology*
Nicholas Li - *Economics*
Katharine O'Reilly - *Philosophy*
Joshua Price - *Criminology*
Sam Teclé - *Sociology*
Obeid Ur Rehman - *Economics*

Faculty of Law

Uchechukwu Ngwaba
Jennifer Orange
Joshua Sealy-Harrington
Luke Taylor
Frankie Young

Ted Rogers School of Management

Housne Begum - *Health Services Management*
Juan Marcelo Gomez - *Retail*
Rishad Habib - *Marketing*
Yi Luo - *Accounting*
Justice Ogoroh - *Law & Business*
Adrian van Hilten - *Global Management Studies*

Faculty of Science

Crestina Beites - *Chemistry & Biology*
Frances Duah - *Mathematics*
Eden Fussner-Dupas - *Chemistry & Biology*
Elodie Lugez - *Computer Science*
Paria Shirani - *Computer Science*

Faculty of Community Services

Janelle Brady - *Early Childhood Studies*
Priscilla Nailatu Boakye - *Nursing*
Aida Haghighi - *Occupational & Public Health*
Nicole Ineese-Nash - *Early Childhood Studies*
Nemoy Lewis - *Urban & Regional Planning*
Loretta Loon - *Child & Youth Care*
Lauren Munro - *Disability Studies*
Nadia Prendegast - *Nursing*

Faculty of Engineering & Architectural Science

Vladimir Babisin - *Mechanical & Industrial
Engineering*



The X*FA Executive for 2021/22 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

X*FA General Meeting

December 7, 2021, 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 X*FA unless so specified.

THANK YOU

We would like to thank all contributors to this issue.

Editor: David Naranjit

Produced by: Stacy Stanley and Agnes Paje

** the X is in anticipation of the impending name change following the grassroots campaign culminating in the University's acceptance of the recommendation by the Standing Strong Task Force that Ryerson University change its name.*

X*FA DEPT/SCHOOL REPS - 2021/2022

Accounting	Oliver Okafor	ITM	1. Aziz Guergachi
Aerospace Engineering	Seyed M. Hashemi		2. Jim Tam
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. Beverlee Buzon	Law & Business	Michael Baumtrog
	2. Jan Matejovic	Law School	Alexandra Mogyoros
	3. <i>Vacant</i>	Library	1. Ann Ludbrook
Child & Youth Care	<i>Vacant</i>		2. Alison Skyrme
Civil Engineering	1. Saber Moradi	Marketing	Matthew Philp
	2. Khaled Sennah	Mathematics	1. Niushan Gao
Computer Science	1. Alex Ferworn		2. Kathleen Wilkie
	2. Yeganeh Bahoo	Mechanical & Industrial Engineering	1. Jamy Li
Counselling	Daniela Cristini		2. <i>Vacant</i>
	Andrea Martin (Alternate)		3. <i>Vacant</i>
Creative Industries	<i>Vacant</i>	Midwifery	<i>Vacant</i>
Criminology	Anna Flaminio	Nursing	1. Joyal Miranda
Disability Studies	<i>Vacant</i>		2. Diane Pirner
ECS	1. Sejal Patel		3. Josephine Wong
	2. Janelle Brady	Nutrition	Sandra Juutilainen
Economics	1. Richard Chisik	Occupational & Public Health	Chun-Yip Hon
	2. <i>Vacant</i>	Philosophy	1. Antonie Panaïoti
Electrical Engineering	1. Vadim Geurkov		2. Michael Milona
	2. Lev Kirischian	Physics	Jesse Tanguay
	3. <i>Vacant</i>	Politics	1. Andrea Migone
English	1. Sarah Bull		2. <i>Vacant</i>
	2. Colleen Derkatch	Professional Communication	Opeyemi Akanbi
Entrepreneurship & Strategy	Neil Wolff	Psychology	1. Tisha J. Ornstein
Fashion	Caron Phinney		2. Maureen Reed
Finance	Yanfei Sun		3. <i>Vacant</i>
Geography & Environmental Studies	1. <i>Vacant</i>	Real Estate	David Scofield
	2. <i>Vacant</i>	Retail	Janice Rudkowski
Global Management Studies	1. Hossein Zolfagharina	RTA	1. Charles Zamaria
	2. <i>Vacant</i>		2. Marusya Bociurkiw
Graphic Communications	<i>Vacant</i>	Social Work	1. Susan Preston
Health Services	Housne Begum		2. Dawn Onishenko
History	1. David MacKenzie	Sociology	1. Jacqui Gingras
	2. <i>Vacant</i>		2. <i>Vacant</i>
Hospitality & Tourism	Julie Kellershohn	School of Performance	Michael Bergmann
HR & Organizational Behaviour	Peter Fisher	Urban & Regional Planning	Nemoy Lewis
Image Arts	1. Gerda Cammaer		
	2. Izabella Pruska-Oldenhof		