

The Newsletter of Ryerson Faculty Association

Spring 2022 Vol. 37 No. 2

Message From the President

Colleagues,
We are coming to the end of another unusual semester.

Our Current State

We have partially returned to in-person teaching on campus, but there is no full awareness of the extent to which this is actually happening. It has been related that Covid-19 is making its way through those students and faculty and staff who have returned, but no systematic description or analysis has been provided.

Self-reporting seems to be haphazard, and the situation is fluid.

Our university appears to be managing the optics with respect to the broader public, and is maintaining an outward appearance of full functionality, but there is little cohesion, or even guidance, within.

As has been the case since the start of the pandemic, XFA

members are exercising a high degree of autonomy in how they carry out their duties and responsibilities.

We are all still making decisions about how to approach the semesters ahead, and agonising over the same things:

- the standard and quality of the education being delivered and received during this period of remote teaching – are our students learning the material that their education is intended to provide to them, and are they acquiring the prerequisite knowledge to continue their studies?
- appropriate options for course design and course content and modes of teaching and evaluation



Ian Sakinofsky, President

- will there be a bottleneck in the upcoming years if any shortcomings of the pandemic years come to the fore?
- stress, pressure, uncertainty and ill health due to the pandemic
- the ongoing health and wellbeing of ourselves, family and friends, and our students
- how safe is it to return to the campus now, and/or has the campus been made safe for the future?
- how and where should we continue our research activities?

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Contact Us:



40 Gould Street
Main Floor
Room KHS - 46



416-979-5186



416-979-5317



rfa@ryerson.ca



www.rfanet.ca

Cont'd on Page 3 ...

Important Dates**RFA General Meeting**

May 9, 2022

* * *

RFA List Servs

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

We wish to keep you informed!

New Executives**Alex Ferworn, Susan Silver and Riley Kucheran**

Alex Ferworn joins the RFA executive as a Member at Large. He has served as one of the Department of Computer Science's reps to the RFA for several years. Having spent over a decade as a member of Ryerson's Senate, sitting on numerous committees, participating in various task forces and generally figuring out how Ryerson works, he is convinced that there is a pressing need for the RFA to expand its various roles in our collegial governance model for the benefit of all.

Alex earned his PhD from the U of Waterloo, his MSc from the U of Guelph and his B. Tech from Ryerson. He was hired as a tenure-track faculty member in the Department of Mathematics, Physics and Computer Science at Ryerson Polytechnical Institute in 1996. Alex currently serves as the Graduate Program Director (GPD) for the Digital Media program in the Creative School and as the GPD of the graduate programs in Computer Science in FoS. Alex also serves as the Chang School's Faculty liaison to Science.

Susan Silver is joining the XFA executive as Member at Large. Susan is an Associate Professor in the School of Social Work, which she joined in 1994. She has an MSW from the University of Toronto and PhD from Bryn Mawr College in Philadelphia. She is the former Director of the School (1998-2003), Interim Director (2017-2019) and the Graduate Program Director for the MSW program (2009-2011). Susan teaches in the BSW and MSW programs, where she brings critical analysis to issues of representation, positionality, and power relations in social work education, research, and practice. Currently, her areas of scholarship include liminality and chronic illness, the critical use of interactive communication technologies in the research process, and resisting neoliberalism through critical pedagogies.

Riley Kucheran is an Indigenous fashion researcher who supports a global community of Indigenous makers who are leading design resurgence. His experience in fashion retail, entrepreneurship and Indigenous theory means he sees fashion as a powerful tool for decolonization: Land-based Indigenous design relies on community relations to collectively make clothing in respectful and reciprocal ways. He is a member of Biigtigong Nishnaabeg (Pic River First Nation) and an Assistant Professor of Design Leadership in Fashion at The Creative School. He is also Associate Director of the Saagajiwe Centre for Indigenous Communication & Design and formerly an Indigenous Advisor in the Yeates School of Graduate Studies.

From the President....

- how and where should we continue our research activities?
- those who are pre-tenure have concerns about how to navigate this stage of their career in circumstances that are not conducive to advancing a well-grounded research agenda and teaching portfolio.
- many of us are also in a state of skeptical bemusement at the decision making and communication approaches, that have been taken by our senior administration

The above preoccupations might be how we can characterise ourselves as a membership at this time.

The University's Handling of the Pandemic

We should be appreciative of the fact that our university has remained remote for longer periods than most Ontario universities and in so doing has provided the protection that the overwhelming majority of our community was seeking. Although, it should be noted that this may be partially due to the fact that the on-campus precautions were so late and insufficient that campus return was not really an option.

We should also be aware that there are building managers and other administrators who have been working quite tirelessly to try and set things up for a safe return. However, they have little to work with in the absence of appropriate planning and resources.

It cannot be easy to be an executive decision maker in an organisation such as this, and at a time like this, especially in the face of a constant extraneous threat in the form of the pandemic, which can undo the best laid plans.

Yet, what seems to have bothered many of our members is that at each step of the way, it was never clear what our Administration was going to do next, or whether they had made any decision, and if they did, what was the basis of any decisions that were made.

The Administration was not inclusive at all. In the situation where we were all confronting a shared threat, shutting faculty and staff out of discussions, while at the same time depending on them to keep the university operating, only served to foster doubt, mistrust and lack of faith.

Our Administration has a very active public relations division. This may be for reasons of recruitment, attracting funds, career building, covering performance shortfalls amongst other things, or simply because branding is instinctive to the corporate mindset.

In any event, during this Pandemic our Administration was intent on maintaining its upbeat and market friendly public relations persona, even if the front that was presented did not match what was actually occurring within the university itself.

The Administration behaved as if it actually believed its own press. It was therefore not able to contradict that, and was not able to communicate with its own community members in a responsive and thoughtful way. This led to considerable disgruntlement, if not estrangement, of the Administration from the faculty and, it is thought, the staff. The Administration's credibility appears to have suffered heavily.

There may be a lesson to be learned here for our Administration.

Ryerson's Student Faculty Ratio

In March, information received from OCUFA (Ontario Confederation of University Faculty Association) showed that Ryerson continues to have the highest student-faculty ratio in the Ontario, with a ratio of 46.1 students for each full-time faculty member. The table shown below is compiled from faculty complement numbers provided by Statistics Canada, and enrollment numbers provided by the Council of Ontario Universities.

From the President....

	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
Student FTE / Full-time Faculty Ratios (excluding Medical-Dental)										
St. Jerome's	23.5	20.3	21.6	17.5	18.0	17.7	18.2	16.5	18.8	17.3
Saint-Paul	8.6	9.2	10.4	10.8	11.8	14.1	14.8	16.0	15.5	17.3
<i>Specialized ttl.</i>										
Algoma	22.0	24.4	24.3	24.6	22.0	21.1	18.5	21.0	35.6	27.2
Brescia	34.4	35.8	36.7	39.9	41.2	37.7	40.6	42.9	43.9	36.8
Huron	25.4	32.1	32.3	29.8	24.1	23.5	19.9	25.0	25.7	27.7
King's	40.7	37.2	33.2	34.7	34.8	34.1	31.7	32.9	33.2	34.9
OCAD	39.3	37.1	39.6	35.1	29.1	26.1	27.2	25.8	25.8	32.4
<i>Small Institutions ttl.</i>	34.2	34.3	33.9	33.1	29.8	28.1	27.3	28.3	30.6	32.0
Lakehead	26.5	26.4	26.0	26.0	25.0	25.6	24.7	25.0	25.8	24.6
Laurentian	23.1	22.6	22.9	22.7	22.5	22.4	21.5	21.5	21.5	23.0
Nipissing	30.9	29.3	27.6	25.1	29.2	26.6	24.7	24.6	25.9	26.6
Trent	34.5	34.7	41.9	43.2	45.3	42.8	34.7	36.1	39.2	39.3
UOIT	37.1	38.9	39.2	35.6	35.2	36.3	40.3	33.4	31.1	31.9
<i>Primarily Undergrad ttl.</i>	29.2	29.2	30.0	29.2	29.6	29.5	28.4	27.8	28.3	28.8
Brock	29.6	29.9	30.3	30.4	29.6	30.2	30.9	30.7	32.4	32.3
Carleton	29.2	30.3	31.3	31.3	31.6	31.2	30.9	30.8	30.0	29.7
Guelph	35.2	35.4	36.2	36.3	36.5	37.8	36.8	35.5	36.1	35.1
Ryerson	38.0	38.9	40.7	42.4	44.4	45.1	44.4	45.8	45.5	46.1
Waterloo	30.4	30.3	30.5	30.3	29.7	30.3	30.6	30.1	29.0	30.9
Wilfrid Laurier	33.1	32.7	32.6	31.9	32.9	34.2	35.3	35.8	37.3	38.5
Windsor	30.7	32.4	34.1	33.6	32.1	31.7	32.0	31.6	31.7	32.8
York	35.4	35.7	34.5	33.8	34.0	34.5	34.7	34.9	35.4	34.1
<i>Comprehensive ttl.</i>	33.0	33.5	33.8	33.8	33.9	34.4	34.5	34.4	34.4	34.7
McMaster	33.2	33.4	33.7	35.1	39.1	40.4	40.5	42.7	40.0	44.3
Ottawa	30.8	31.5	31.6	32.6	31.8	32.1	32.9	34.4	33.8	34.5
Queen's	32.1	33.5	35.0	36.0	37.6	39.4	39.6	40.3	39.2	39.7
Toronto	31.9	33.7	32.9	33.5	33.2	32.7	32.2	32.6	32.4	32.2
Western Ontario	27.7	27.4	28.0	29.0	28.9	29.4	30.6	30.8	32.2	32.8
<i>Medical-Doctoral ttl.</i>	31.1	32.1	32.1	33.0	33.4	33.6	33.9	34.7	34.4	35.1
<i>Ontario average</i>	31.8	32.4	32.6	32.9	33.1	33.4	33.4	33.6	33.6	34.1

The significant and continuing growth in student enrollment at Ryerson over the last two decades has not been matched by a comparable increase in full-time faculty. This is, of course, having a major impact on workload and class-size and poses a threat to the quality of education provided. As a result, the university has an undue dependence on precariously employed limited contract (temporary) faculty members.

During the course of the recent March 2022 budget consultations, the Administration did not respond when questioned on whether resources are to be set aside to address the faculty shortage. Ryerson would have to employ close to 300 new faculty members to bring it down the Provincial average of 34.1 to 1.

The Industrial Relations Climate at Ryerson

The Faculty Association would very much like to enjoy a functional relationship with our Administration. We must believe that the Administration feels the same.

From the President....

However, it is unclear whether our Administration understands what is meant by a functional relationship. A functional relationship would include a measure of concern for the outcome sought by the other party, in this case the Faculty Association, and is frequently enhanced by genuine dialogue.

- We have not detected this in recent years. In its stead, we can report an increasingly high-handed approach being adopted by our Administration:
- The increasingly high-handed approach that the Administration has adopted in the last five years has been evidenced in their intransigent approach in negotiations and their consistent unwillingness to enter into meaningful dialogue at the bargaining table, until the matter is taken before an arbitrator.
- This high-handed approach has also been evident in the Administration's dismissal of the recommendations submitted by the worker representatives on the Joint Health and Safety Committee with respect to ensuring a healthier and safer campus upon our return. After the Provost had prevaricated for three months before finally taking a meeting with the four campus union presidents so that they could present to no avail, unanswered health and safety questions that our members had been asking for months before that.
- It has been evident in the lack of clear and forthright communication throughout the pandemic, which we believe was a deliberate choice to allow the Administration to keep its options open. As a result, faculty and staff were left anxious and wondering with what they were going to be confronted.
- It has been evident in the abandonment felt by faculty members with dependent care obligations.
- It was also evident in the recent 'improper-hire' grievance filed by the Faculty Association, which is mentioned in this newsletter in the report of the Chair, Grievance. The arbitrator's award for this grievance was recently handed down and has been posted on the XFA website. The arbitrator found that the University has contravened the provisions of Article 4.2.(L) and (M) of the Collective Agreement. This contravention occurred in the process followed in the appointment of a faculty member in TRSM, who is the spouse of someone who was successfully recruited by the employer for a senior administrative position (which the arbitrator defined, for clarity, as a position at the level of Dean or higher in the administrative hierarchy of the university). It is a lengthy award but a thorough reading of this document paints quite a damning picture of the senior administration's cynical disregard for the collective agreement and their undermining of the appointment process.
- It has also been evident in the incredibly vacuous, condescending, and arguably misleading, budget consultations that the Administration has been conducting this past month, as it has done in previous years. These presentations are performative and show no intent to actually share relevant facts and figures and operational priorities, nor to even appear to be believable. One leaves these meetings with a feeling that an attempt has been made to conceal rather than to reveal.

The XFA will continue to represent its membership and to continually press their interests, however, much more can be achieved in a climate of good faith and with an Administration that shows some accountability to its faculty and staff. That is what we hope for.

The 2022-2023 University Budget

The 2022 budget townhalls have now been completed. At only one of three budget townhalls attended by the XFA was there an opportunity to ask in-person questions. At this townhall meeting, the Deputy Provost and Vice President University Planning actually conceded that his revenue projections for the upcoming year were understated. He was also not at all convincing in his attempt to explain why his cost projections were not, in fact, overstated.

From the President....

The Deputy Provost and the President both stated that the university was in a strong financial position. The Deputy Provost reported that enrollment was increasing and that the larger proportion of international enrollments was going to have a further positive effect on tuition revenue. Yet, in the budget presentation, the figure projected for tuition revenue in 2022 -23 is considerably less than tuition revenue actually received in 2020-21.

Similarly, despite the Provincial Government's 1% total compensation cap imposed across all employee groups at the university, the 2022 - 23 budget presentation projected a 4.2% increase in costs. It was also stated that salaries and benefits represented 79% of all costs. This makes a 4.2% increase unlikely, and the Deputy Provost was not able to substantiate from where this figure came. It was pointed out to him that in the last two years an analysis of XFA salaries showed that the base salary of XFA members had increased by an average of but 1.25% per year. This further brings into question the likelihood of 4.2% increase in salary and benefit costs.

It is true that these figures represent an extremely superficial level of financial analysis, but unfortunately that is the level at which these budget townhalls are pitched. Nonetheless, even at this level of analysis, it appears that the gap between the revenue and the expenditure will not be as large as the budget presentation predicts, if it exists at all. As has been the case each year for some time now, while it suits the Deputy Provost to declare an expected shortfall between revenue and expenditure, in order that the Administration can impose restraint while retaining discretionary funding, there might not be a shortfall at all.

It should be remembered that a budget is not a financial statement. It is more of a political statement, and should be viewed as such.

This is My Final Report

This is my last report as President of the Faculty Association.

I have been very proud to perform this role, and am honoured that I was trusted to hold this office.

When I commenced my term in 2020

- i) the position of what was then called the Assistant Vice President Human Resources had recently been vacated and an external appointment had been made;
- ii) The Provost, at the time, had announced his resignation and a search was underway to find his replacement, who also turned out to be an external appointment;
- iii) The term of office of the Vice Provost Faculty Affairs had expired and an external appointment was about to be made to fill that office;
- iv) In addition, a search was underway for the newly created position of Executive Director Faculty Affairs, and this also turned out to be an external appointment.

Literally all of the senior administrators that interface with the Faculty Association were departing and being replaced with newcomers who had no knowledge of this university let alone the XFA. It was up to the Faculty Association to ensure continuity and to provide organisational memory, in order that we did not concede gains won earlier.

I hope that I have been able to contribute to the education of these newcomers on how things are done at Ryerson and how they should be done.

From the President....

The members of Executive and the staff of the Faculty Association have made my term a pleasurable one. That is not only because I enjoy their company, but also because they all pitch in, all of the time. Everyone performs their respective functions independently and almost spontaneously, such that the 'whole' really is more than the some of its parts.

As I come to the end of my term, I do need to mention Andre Foucault, because of the huge debt this Association owes him for his seven-days-per-week contribution and commitment. Not far behind him is Shiraz Vally who is also never unavailable. Agnes Paje, the Office Manager, supported by Stacy Stanley, have always been ready to support me at any hour of the day, and on any day of the week. But more to the point is the support that I have seen all of our four staff members provide to the membership. The Association is very fortunate to have these four people managing our affairs.

One of the most active members of the Executive has been Jesmen Mendoza, the incoming president of the Faculty Association. It is extremely reassuring to know that Jesmen is going to be the next President. He has been Chair of the Grievance Committee for six years and before that, he was a member of the Grievance Committee. He has been extremely effective and impressive. In addition to his knowledge of our Collective Agreement and all associated processes and procedures, he is well acquainted with the structures and personnel at CAUT and OCUFA. He is particularly well acquainted with our legal counsel, is familiar with many of the Administration's legal counsels, and he is extremely familiar with the members of our Administration.

Jesmen is eminently well suited to the task ahead, and we are all fortunate to have him as our next President.

Report from Chair, Equity Issues - Lila Pine

"My dream is to create a culture of equity at this university". I felt a kind of joy wash over me when I heard Doreen Fumia speak those words at a Reps Council in 2006. She was Chair of X FA Equity at the time. Back then, talk of equity and inclusion, of anti-racism, of reconciliation, of gender bending, of neurodiversity, of challenging white supremacy, was often ridiculed. That was the same year Ryerson bestowed an honorary PhD upon Margaret Somerville, the notorious homophobic ethicist who opposes same-sex marriage. Faculty members, mostly from Arts, who were as horrified as I, organized a protest. The untenured among us would boycott convocation all together. Those of us with tenure joined Somerville on stage, replacing our hoods with rainbows and turning our backs on her while she spoke. Returning to campus that day felt like entering enemy territory. Colleagues shook their heads in dismay. Hate mail found its way to my inbox. Tenure protected my job, but not my dignity.

The following year ARC (Anti-Racism Coalition) was formed in response to racist incidents on campus, including anti-Black racism, Islamophobia, anti-Semitism, the undermining of authority of racialized faculty in the classroom, as well as the colonial nature of relations with Indigenous faculty, staff and students. What stands out in my memory as the precipitating factor in the formation of ARC occurred on March 21, 2007, the United Nations Day for the Elimination of Racial Discrimination in remembrance of Blacks killed during apartheid South Africa's Sharpeville massacres. The Ryersonian chose that day to profile the leader of the white supremacist National Party of Canada, who also happened to be an alumnus of this university. In February of the same year, during Black History Month, a Ryersonian headline read, "They Sell Black History by Preying on People's Guilt." In 2008 posters of a Palestinian candidate for RSU were vandalized with the words, "9/11 Terrorist." That was the year the Task Force on Anti-Racism was established. Two years later the Taskforce issued its report with sixteen recommendations intended to foster a racism-free, diverse and inclusive environment at our university. The full report can be found [here](#).

Report from Chair, Equity Issues

A lot has changed at X University. The statue of Egerton Ryerson was toppled. The name is changing. There are new Indigenous and Black hires. Equity conversations are everywhere. There is an M.O.U. between the Faculty Association and the Administration which, among other things, facilitates the recognition of Indigenous language speakers/knowledge keepers as equally credentialized as Western holders of PhDs. There is an intersectional gender/race pay analysis in the works. A lot has stayed the same. Systemic racism still frames our experience. White supremacy is still the dominant lens. Intersectional pay inequities still exist.

Now we have new challenges, brought on in part by the anonymity of remote teaching. Some professors have experienced visceral racism, homophobia and sexual violence in the virtual classroom as well as the physical one. In response to the pain experienced by a number of colleagues, the X FA Equity Committee, the X FA Professional Affairs Committee, as well as an ad-hoc student group have been planning a series of events to talk about ways to transform our classrooms into places of joy. A faculty only webinar will take place on April 14 from 11 – 1 where we hope to begin the process of providing a safer place for our community to flourish. The students will also hold their event in April. Students and faculty involved in the planning of these events hope to co-present on our grass-roots efforts to transform classroom spaces at the May Learning and Teaching conference.

Recently a colleague asked what I hope to accomplish in my last term as Chair of X FA Equity. I look forward to working with Anne-Marie Singh, Layal Shuman, Rae Reece, Alireza Khatami and Alison Skyrme to make our university a more equitable place. We've come a long way since Doreen was Chair sixteen years ago. We have a long way to go still. I share Doreen's dream to create a culture of equity at X University.



Report from Chair, Professional Affairs - Rachel Berman

FACULTY ASSOCIATION SCHOLARSHIPS

The XFA Undergraduate Student Awards are adjudicated through University Advancement. Students are encouraged to apply via AwardSpring. We are pleased to share the recipients of the 2021-2022 awards.

Award	First Name	Last Name	Program	Faculty	Graduation Year
Indigenous Student Award	Jennifer	Durand	Social Work	Faculty of Community Services	2022
Indigenous Student Award	Jasmine	Wemigwans	English	Faculty of Arts	2022
Full-Time Student Award	Christopher	Randall	Environment and Urban Sustainability	Faculty of Arts	2022
Full-Time Student Award	Olivia	Seward	Performance	The Creative School	2022
Leadership Award	Jacqueline	Chung	Business Technology Management	Ted Rogers School of Management	2022
Part-Time Student Award	Kathrynn	Weyrich	Child and Youth Care	Faculty of Community Services	2022

FACULTY ASSOCIATION AWARDS

Please keep an eye out for emails with details regarding calls for the Ryersonian* of the Year Award, The Distinguished Services Award, and the Career Achievement Award. Nominate a deserving colleague! The deadline for the submission of award packages is April 1st at 4 PM. The award recipients will be announced at the Spring AGM on Thursday, May 5th 12:00-2:00 PM.

*Name change in progress

Professional Affairs Committee

Rachel Berman, Chair, Jacqui Gingras and Kristin Snoddon

Returning Executives**Jesmen Mendoza**

Jesmen Mendoza is returning to the RFA Executive as the President. He was previously the Chair, Grievance Committee.

Ian Sakinofsky

Ian Sakinofsky is returning to the RFA Executive as the Chair, Negotiations. He was previously the President.

Dave Mason

Dave Mason is returning to the RFA Executive as the VP - External.

Corinne Hart

Corinne Hart is returning to the RFA Executive as the Chair, Grievance Committee. She was previously one of the Member-At-Large.

Report from Health & Safety Officer - Habiba Bougherara

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

Recommendations from the Worker Representatives of the Joint Health and Safety Committee (JHSC) to the University regarding H&S concerns for the Return to Campus

The JHSC Worker Co-Chair and Reps sent a letter along with a detailed analysis of Health and Safety Scenarios to the Provost and Vice-President, Academic, and the Vice-President, Administration and Operations (VPAO) on January 17, 2022, raising their serious concerns for campus health and safety in light of the anticipated return of employees and students to campus. These H&S concerns and recommendations from the worker Representatives have been discussed with JHSC members at several JHSC meetings and through written communication.

On February 2, 2022, the JHSC reps received a response from the administration. The university did not address the significant gaps related to monitoring, cleaning, masking, and air quality. On February 9, 2022, the JHSC Co-Chair and Reps sent another letter with supporting data analysis to the Provost and VPAO seeking additional answers. On February 15, 2022, the administration sent an acknowledgement receipt without further action.

Covid 19-related updates

With the province lifting most restrictions, the administration amended the following items:

- a. Until further notice, the university's active screening is still in effect
- b. The health screening questionnaire has been updated
- c. Masking is required during any period when an individual is in an indoor area, unless entitled to exemption
- d. Mass communication is not required or advised for instructional spaces unless the risk is deemed to be high (e.g., high contact sports)

Ventilation and air purification as well as wastewater surveillance updates are now added to the university's Covid -19 website. All updates can be found using the following link: [Health Screening - Ryerson COVID-19 Information and Updates - Ryerson University](#)

Safety on campus

The University adopted a partnered outreach initiative instead of the special constable program that was previously approved by Toronto Police Services board on February 28, 2020. This partnered outreach program involves Covenant House Toronto, Streets to Homes, and Toronto Public Health, and aims at encouraging and promoting good neighbour practices, and to help tackle some issues related to homelessness, Opioid, drugs, etc. Suggestions and strategies on how to enhance safety will be discussed at XFA and EHS meetings.

Important Reminder

We would like to remind all our members to complete the self declaration form should you contract COVID-19 (<https://www.ryerson.ca/covid-19/health-safety-on-campus/reporting-cases-on-campus/faculty-staff-visitor-covid-19-reporting/>).

Report from Chair, Grievance - Jesmen Mendoza

The RFA currently has 15 active grievances at various stages of our grievance procedure. Seven of those grievances are scheduled to be or are in arbitration. Since the last bulletin, four grievances which have generally involved our members being unjustly disciplined, or involved disciplinary/investigative processes being conducted unfairly and unreasonably, have been settled.

In the middle of February of this year, the Association's grievance arbitration on the Administration's unilateral increase in our pension contributions had concluded, and we are now waiting for Arbitrator Wilson to issue a decision. Finally, the grievance arbitration on the improper hire within the Ted Rogers School of Management has concluded, and an award was recently issued by Arbitrator Etherington where breaches of our Collective Agreement were found. The Association feels vindicated by this decision and in the next few weeks we will be sending out a separate communication detailing this award. As always, the Association continues to work diligently in finding resolution to all of the outstanding matters above.

In past bulletins, I have highlighted trends with respect to violations of our Collective Agreement, and in the last bulletin I underscored how Human Rights Services (HRS) has mistreated our members involved with investigation processes with respect to claims of discrimination and harassment against them. Typically, investigations should:

- Be transparent and honest with faculty members being investigated,
- Be Impartial
- Be fulsome in obtaining the facts instead of rushing to judgment
- Provide all the particulars of the allegations to our members
- Provide our members adequate opportunity to respond
- Provide our members with full consideration of the response they provide to the allegations
- Provide our members with full consideration to all the relevant evidence they may provide

In other words, the Association expects the Administration to take these investigative processes seriously. To what I have listed above, I would also add that we expect those intaking the complaints and conducting investigations to be knowledgeable of our unique workplace where we are provided a high-level of autonomy, and possess academic freedom while interacting in a collegial manner. We also expect those who intake complaints and investigators appointed to investigate claims of discrimination and harassment, to be knowledgeable of the academic environment. Recent grievances filed have demonstrated how Human Rights Services has failed to properly consider and apply policies, e.g., Policy 167 (Academic Consideration) and Policy 159 (Academic Accommodation of Students with Disabilities), to their intake and investigation processes where the results sometimes end in an investigation finding our members apparently committing discriminatory conduct when, in fact, they were following procedures outlined in Senate policies. Proper consideration and regard to all University policies by Human Rights Services is required. In some cases, if Human Rights Services had properly considered all University policies, the complaints might not have even made it past the intake stage and the complainants could have been properly directed to other channels within the University. Instead, the lack of regard for the academic environment by Human Rights Services has created undue stress upon our members.

¹ *Oberg v Saskatchewan* (Board of Education of the South East Cornerstone School Division No. 209).



Report from Chair, Grievance....

I stated this in the last RFA Newsletter, but it is worth repeating. The Association supports having an academic workplace free of discrimination and harassment. Having a workplace free of discrimination and harassment is not just the responsibility of Human Rights Service, but a responsibility for the entire campus community to uphold. The Association cannot support our members being subjected to processes that lack due process and fail to consider the entirety of the academic workplace. Not adopting this lens is both unfair to our members and undignified as well.

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, 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 in the day-to-day grievance affairs handlings. Their assistance and vast knowledge are essential to the effectiveness of our Grievance Committee.

Summary

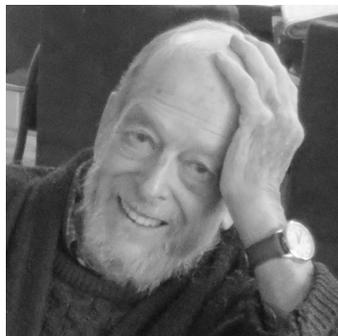
Finally, not all issues that members bring forward to the Association become grievances. Again, the Association works diligently to take reasonable steps at resolving a member issue(s) under dispute. The RFA encourages all members to bring forward any concerns that they might have, no matter what it is. We look forward to assisting all our members.

Memoriam

I am sad to inform you that Craig Dowler, retired member of the Ryerson English Department, died on February 7, 2022. He had been suffering for some months from a condition that made breathing difficult. His doctors had previously been able to balance the treatment his heart and lungs needed with what his body would stand, but this time they lost the fight. He lived a full and interesting life, and enjoyed the many years he taught at Ryerson and the friends he made there. If anyone wishes to remember him formally, they may donate to his favourite charity, Hope for Rwanda's Children.

Sincerely,

Marie Dowler



The RFA Executive for 2022/2023 is composed of the following members:

President	Jesmen Mendoza
Vice President ,Internal	Peter Danziger
Vice President, External	Dave Mason
Treasurer	Anthony Francescucci
Secretary	David Naranjit
Chair, Grievance	Corinne Hart
Chair, Negotiating	Ian Sakinofsky
Chair, Professional Affairs	Rachel Berman
Chair, Equity Issues	Lila Pine
Health & Safety Officer	Habiba Bougherara
Indigenous Faculty Representative	Riley Kucheran
Members At Large (2)	Alex Ferworn
	Susan Silver

RFA General Meeting

May 9, 2022 at 12:00 - 2:00 p.m.

Via Zoom Video Conferences

An announcement will be sent out shortly

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. Editors: David Naranjit

Produced by: Agnes Paje

The RFA Congratulates the following Ryerson University Award Recipients

President's Blue and Gold Award of Excellence Recipients

Standing Strong Task Force Team

Michael Doxtater, The Creative School

Catherine Ellis, Faculty of Arts

Cecile Farnum, Ryerson University Library

Riley Kucheran, The Creative School

Heather Rollwagen, Faculty of Arts

**Teaching and Education Awards Recipients
Chancellor's Award of Distinction**

Seung Hwan (Mark) Lee, Ted Rogers School of Management

President's Award for Teaching Excellence

Marty Fink, The Creative School

Provost's Award for Teaching Excellence

Kateryna Metersky, Faculty of Community Services

Karen Peesker, Ted Rogers School of Management

Erin Ziegler, Faculty of Community Services

YSGS Outstanding Contribution to Graduate Education Awards

Harald Bauder, Interdisciplinary Studies - Immigration and Settlement Studies, Faculty of Arts

Andre Laplume, Master of Science in Management, Ted Rogers School of Management

Alison Matthews David, Fashion, The Creative School

Dean's Teaching Award – Faculty (RFA)

Funke Oba, School of Social Work, Faculty of Community Services

Nicole Bennett, Midwifery Education Program, Faculty of Community Services

Dafna Sussman, Department of Electrical, Computer, and Biomedical Engineering, Faculty of Engineering & Architectural Science

Khaled Sennah, Department of Civil Engineering, Faculty of Engineering & Architectural Science

Angela Lee, Lincoln Alexander School of Law

Dean's Teaching Award – Faculty (RFA)...

Marc Adler, Department of Chemistry and Biology, Faculty of Science

Ian Baitz, Graphic Communications Management, The Creative School

Steve Daniels, RTA School of Media, The Creative School

Janice Rudkowski, School of Retail Management, Ted Rogers School of Management

Oliver Okafor, School of Accounting and Finance, Department of Accounting, Ted Rogers School of Management

Scholarly, Research and Creative Activity Awards Recipients

Sarwan Sahota Ryerson Distinguished Scholar Award

Alagan Anpalagan, Department of Electrical, Computer, and Biomedical Engineering, Faculty of Engineering and Architectural Science

Collaborative SRC Award

Julie James, School of Child and Youth Care, Faculty of Community Services

Early SRC Career Excellence Award

Eliza Chandler, School of Disability Studies, Faculty of Community Services

April Khademi, Department of Electrical, Computer, and Biomedical Engineering, Faculty of Engineering & Architectural Science

Atefeh Mashatan, School of Information Technology Management, Ted Rogers School of Management

Knowledge Mobilization and Engagement Award

Erin Ziegler, Daphne Cockwell School of Nursing, Faculty of Community Services

Social Innovation and Action SRC Award

Linda Zhang, School of Interior Design, The Creative School

Dean's SRC Activity Award

Sameh Al Natour, School of Information Technology Management, Ted Rogers School of Management

Martin Antony, Department of Psychology, Faculty of Arts

The RFA Congratulates the following Ryerson University Award Recipients...

Dean's SRC Activity Award...

Anthony Bonato, Department of Mathematics, Faculty of Science

Elsayed Elbeshbishy, Department of Civil Engineering,
Faculty of Engineering & Architectural Science

Kathleen Hammond, Lincoln Alexander School of Law

Stefania Impellizzeri, Department of Chemistry and Biology,
Faculty of Science

Yoontae Jeon, School of Accounting and Finance, Department of
Finance, Ted Rogers School of Management

Raktim Mitra, School of Urban and Regional Planning,
Faculty of Community Services

Farrokh Sharifi, Department of Mechanical and Industrial
Engineering, Faculty of Engineering & Architectural Science

Hossein Zolfagharinia, School of Business Management,
Department of Global Management Studies, Ted Rogers School of
Management

Service and Leadership**President's Blue and Gold Award of Excellence****Standing Strong Task Force Team**

Michael Doxtater, The Creative School

Catherine Ellis, Faculty of Arts

Cecile Farnum, Ryerson University Library

Riley Kucheran, The Creative School

Heather Rollwagen, Faculty of Arts

Alan Shepard Equity, Diversity and Inclusion Employee Award

Julian Hasford - Faculty award recipient Faculty of Community
Services

Errol Aspevig Award of Outstanding Academic Leadership

Christopher Gibbs, The Creative School

Daphne Taras, Ted Rogers School of Management

Dean's Service Award

Martin Antony, Department of Psychology, Faculty of Arts

Lorena Escandon, School of Creative Industries,
The Creative School

Scott Franks, Lincoln Alexander School of Law

Julian Hasford, School of Child & Youth Care,
Faculty of Community Services

Chun-Yip Hon, School of Occupational & Public Health,
Faculty of Community Services

Farrokh Sharifi, Department of Mechanical and Industrial
Engineering, Faculty of Engineering & Architectural Science

Counsellor Awards

Laura Girz, Centre for Student Development and Counselling,
Student Health and Wellness, Student Wellbeing, Office of the
Vice-Provost, Students

Librarian Awards

Reece Steinberg, Ryerson University Library

RFA 2021 -2022 Representatives' Council Members

Accounting	Oliver Okafor	ITM	1. Jim Tam
Aerospace Engineering	Seyed M. Hashemi		2. Aziz Guergachi
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. Jan Matejovic	Law & Business	Michael Baumtrog
	2. <i>Vacant</i>	Law School	Alexandra Mogyoros
	3. <i>Vacant</i>	Library	1. Alison Skyrme
Child & Youth Care	<i>Vacant</i>		2. Ann Ludbrook
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>
Creative Industries	Jeremy Schtern		3. <i>Vacant</i>
	Lorena Escadon	Midwifery	<i>Vacant</i>
Criminology	Anna Flaminio	Nursing	1. Joyal Miranda
Disability Studies	<i>Vacant</i>		2. Diane Pirner
ECS	Janelle Brady		3. Josephine Wong
Economics	1. Richard Chisik	Nutrition	Sandra Juutilainen
	2. <i>Vacant</i>	Occupational & Public Health	Chun-Yip Hon
Electrical, Computer & Biomedical 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. Andrea Migone
	2. Jennifer Burwell		2. <i>Vacant</i>
Entrepreneurship & Strategy	Neil Wolff	Professional Communication	Opeyemi Akanbi
Fashion	Caron Phinney	Psychology	1. Maureen Reed
Finance	Yanfei Sun		2. Tisha J. Ornstein
Geography & Environmental Studies	1. <i>Vacant</i>		3. <i>Vacant</i>
	2. <i>Vacant</i>	Real Estate	David Scofield
Global Management Studies	Hossein Zolfagharina	Retail	Janice Rudkowski
Graphic Communications	Natalia Lumby	RTA	1. Charles Zamaria
Health Services	Housne Begum		2. Marusya Bociurkiw
History	David MacKenzie	Social Work	1. Susan Preston
Hospitality & Tourism	Julie Kellershohn		2. Dawn Onishenko
HR & Organizational Behaviour	Peter Fisher	Sociology	1. Jacqui Gingras
			2. <i>Vacant</i>
Image Arts	1. Gerda Cammaer	School of Performance	Michael Bergmann
	2. Izabella Pruska-Oldenhof	Urban & Regional Planning	Nemoy Lewis