

# WATtimes

FALL 2019

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PUBLISHED BY THE RETIREES ASSOCIATION AND THE UNIVERSITY OF WATERLOO

## 50 YEARS OF GREEN

FACULTY OF ENVIRONMENT CELEBRATES HALF A CENTURY – SEE PAGE 6



UNIVERSITY OF  
WATERLOO

# WATtimes

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## UWRA President's Message

# Update since our last WATtimes

BY SUE FRASER

Greetings – I hope everyone had a good summer. As we head into the Fall, I will update you on events in which the UW Retirees' Association has been involved.



First, I would like to say that we have a wonderful team and are happy to report that we now have an additional board member, Stewart Forrest. With Stewart's background and involvement with the UW Pension and Benefits committee we are extremely grateful that he has decided to serve on the board.

Kelly McManus, senior director, community relations and events, has attended our monthly board meetings for the past couple of years to update us on what is happening at UWaterloo. She has now assumed a different role in her department and Brandon Sweet, associate director, internal and leadership communications will now serve as our Waterloo liaison. Brandon is probably better known as the editor of the Daily Bulletin. Welcome aboard, Brandon! On behalf of all members of the board, I thank Kelly for her exemplary service to the UWRA. She has been a pleasure to work with.

At our September meeting, one of the updates on campus that Brandon Sweet reported on was the Columbia Icefield Field House Grand Opening which took place on Tuesday, September 17, 2019.

Our Vice-President, Lynn Judge continues working with the Secretariat to develop a Memorandum of Agreement between UWaterloo and the UWRA. This would give the UWRA formal recognition and ensure we are notified of any changes that may affect retirees.



The UNIVERSITY OF WATERLOO RETIREES ASSOCIATION BOARD OF DIRECTORS

Peggy Day did a great job arranging a beer tasting event for retirees at Block 3 in St. Jacobs on Sunday, June 9, 2019.

The United Way Campaign Kickoff lunch was held on Tuesday, September 24, 2019.

There was a great turnout for the Fall Reception held at the University Club on Wednesday, September 18, 2019. Our guest speaker was Neil Aitchison who spoke about “The Drayton Story”. His presentation was not only very informative but hilariously entertaining as well. We have had a lot of feedback on how our retirees enjoyed his performance. Thank you to Dale Weber for arranging this event. Also, a special thank you to Parking Services for giving us extra parking beyond that available at the University Club.

Collaborative events with the UW Staff Association include:

› The UW Staff Association Golf Tournament was held on Thursday, July 11, 2019 at the Conestoga Golf & Country Club which invited retirees to join them. Peggy Day and I both assisted with this event.

› Some retirees have registered to attend the UWSA Shopping weekend in Erie, Pennsylvania from Friday, November 8 to Sunday, November 11, 2019. Both myself and Peggy Day are hosting this event for the Staff Association.

› The 26th annual UWSA craft show will be held on Thursday, November 28 and Friday, November 29, 2019 in the Davis Centre. The funds raised from this event is equally donated between the UW Senate Scholarship Fund (University-wide) and the UW Staff Association Bursary. Several retirees will be participating in this show.

We will continue to offer events that are of interest to retirees and these will be communicated to you either by email or in WATtimes if we have enough advanced notice.

A final thanks to Alan George for taking over the editorship of WATtimes with his team. ♦



# Fostering a sustainable and thriving community

The University of Waterloo has never shied away from doing things differently. That has been a hallmark of our institution dating back to our visionary founders who looked around the landscape of universities in Canada and thought there was a better way to educate our citizens. Through their efforts – and especially yours – we have developed into an institution that is inspired by our past but not limited by tradition.

Our University has had a tremendous impact on the world through this dedication to reach higher through innovation, and we need that vision more than ever.

The recent Global Climate Strike was a significant moment around the world and right here at the University. Hundreds of our students marched against complacency in a time of environmental crisis in the name of change for a more sustainable future. Waterloo has a key role in supporting and educating the next generation of leaders, as Canada's innovation university, and we do this in many ways beyond providing a world-class education.

Waterloo is home to the largest Faculty of Environment in Canada and also the Sustainable Development Solutions Network Canada that acts as a hub for research efforts to meet the United Nations' 17 Sustainable Development Goals (SDGs). The Faculty of Environment has evolved into a comprehensive part of our University and recently celebrated its 50th anniversary. We are at the forefront of research around water, energy and transportation. Our efforts haven't stopped with our work in the classroom or lab, however.

If we are to educate, inspire and make an impact we have to be willing to make our own sustainability goals and hit them. We started that journey in November 2017 with the launch of the University's Environmental Sustainability Strategy that set out bold goals and targets around Academics, Operations, Engagement and Governance and Benchmarking. In the two years since the launch of that report we have made strong strides in meeting our 2025 goals.

We've seen a 19.1 per cent decrease in emissions per square metre, a rise of trips to campus by walking, cycling, transit, carpool or teleworking increase to 86 per cent, and we are ranked 13th globally for impact on the UN SDGs. This is a snap shot of the action we've taken and the progress that has been made. This is positive action, but it is not the end of the journey.

Our University started in a strong position to make these strides because of the legacy that was passed onto us to never settle and avoid the idea that what was done in the past was the only way forward. You instilled that in your work at the University and it continues to push us forward like never before. I hope that you will continue to stay connected with our University and aid us in fostering that legacy of innovation to build a more sustainable and prosperous community. Thank you for your dedication. We wouldn't be here without you. 🏃

A handwritten signature in black ink, appearing to read "Feridun Hamdullahpur".

FERIDUN HAMDULLAHPUR, President and Vice-Chancellor

# On the steep part of the learning curve

BY ALAN GEORGE

You will have seen in the last edition of WATtimes that Ken McLaughlin, after three years of exemplary service as editor, has relinquished the post. On behalf of the UWRA Board and all retirees we thank him for doing an outstanding job.

With more than a little trepidation I have agreed to serve as editor. That decision was made much easier after Bob Hicks, Ron Champion and Lynn Judge volunteered to serve as an ad-hoc editorial board to provide ideas and guidance in the preparation of WATtimes.

We are also grateful to Nick Manning and Brandon Sweet from University Communications for meeting with Ken and me to determine how they might help make the production of WATtimes as smooth as possible.

This edition contains two feature articles. The first is a tribute to the 50th anniversary of the Faculty of Environment. The environment generally and climate change in particular are major topics of discussion in the press and it is no surprise that numerous faculty members from Environment regularly appear in interviews and are referenced in the news.

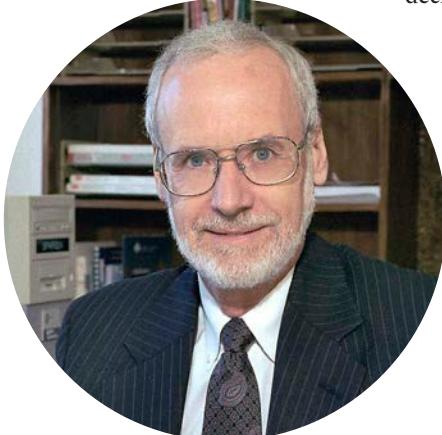
The second feature article is by Bob Hicks who describes a number of retirees who are involved in various volunteer organizations. I think you will enjoy the variety of pursuits! As Bob notes in the preamble, he would welcome input from other retirees who are volunteering. It would be great to feature someone and their activities as a regular item in WATtimes.

Also in this issue are short biographies of two UWRA Board members, Bob Hicks and Jim Frank. This continues Ken's initiative of introducing members of our Board to readers of WATtimes.

Finally, we are pleased to welcome Stewart Forrest as a new member of the Board. Stewart has been a long serving member of the Pension & Benefits Committee and will bring much knowledge and perspective to our discussions.

All the best for the coming holiday season. ▶

Alan George





Faculty and graduate students on a field trip to former chair of Geography Ralph Kruger's farmhouse to see a newly-installed horizontal loop ground source heat pump in September 1991. At left is Professor **PAUL PARKER**, second from left is graduate student **LYNNE ELLIOTT**, centre front is graduate student **REINHOLD POSMYK**, and Professor **JEAN ANDREY** (second from right) along with other colleagues.

In July 1969, the “Division of Environmental Studies” was created at the University of Waterloo, and over the past five decades, the faculty has transformed from its humble but aspirational origins to becoming Canada’s largest Faculty of Environment. It has been home to nearly 16,000 alumni who now live in more than 80 countries around the globe, including geographers, ecologists, knowledge integrators, and planners, as well as experts in green business, geomatics, tourism, economic development, sustainability, environmental governance and policymaking – all connected by a shared sense of purpose and values.

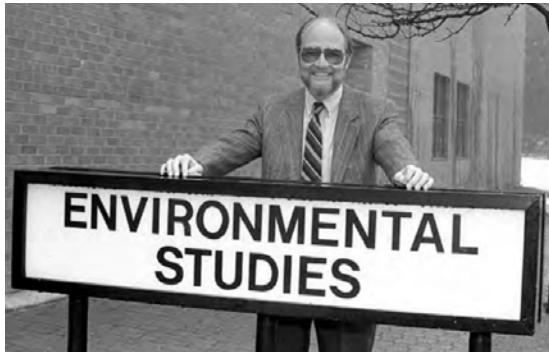
Environment has been celebrating their 50th anniversary this year with multiple events.

A staff appreciation dinner was held earlier in the year, and the Faculty launched its 50th Anniversary book at the event, which was edited by retired professor Robert Shipley. Dean of Environment Jean Andrey has been hosting pop-up birthday parties at student-run events throughout Environment’s schools and departments. The first pop-up party to kick off a series of events celebrating the Faculty’s 50th anniversary was hosted by the School of Environment, Enterprise and Development, whose director Bruce Frayne baked 200 cupcakes for the event! Environment’s Planning Students Association were the next to host a pop-up event in the planning studio. And the annual ENVigorate festival pop-up party featured a photobooth at the Mapping Analysis and Design lab.

# The Faculty of Environment: 50 YEARS YOUNG

BY PETER STIRLING

Professor **JAMES BATER** (c1984) shows off the sign that marks the Faculty of Environment as a bus stop on the Ring Road



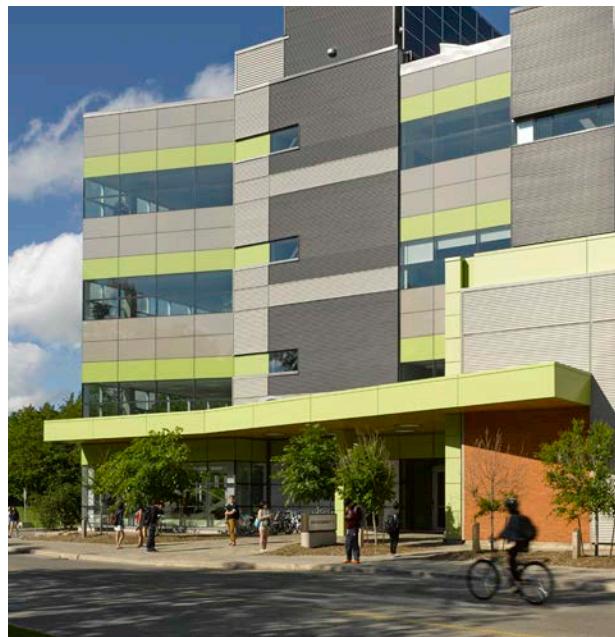
MARKO DUMANCIC and JOE PIWOWARTO launch a weather balloon.

Environment's biggest alumni event took place in June for Alumni Weekend, with more than 200 Faculty of Environment alumni, friends, faculty, staff and retirees gathering to reconnect, celebrate the faculty's 50th anniversary and show their support. The festivities began with a celebration dinner on Friday evening, attended by alumni from as early as 1968, to as recently as 2018, some travelling from as far as the UK and Trinidad. A full day of hands-on activities followed the next day, with programming focused on Environment's strategic direction toward experiential learning and education, impactful research and true global citizenship.

To commemorate the faculty's 50th anniversary, Dean Jean launched the Global Citizen Internships initiative, a fund that enables environment students to apply their knowledge at local and global not-for-profit organizations.

As Dean Jean clarifies, we are not just celebrating our past, we are looking forward to the next 50 years.

"The world needs us more than ever. As we celebrate our first 50 years, let's not be bound by our past. As others have said, 'What got us here, won't take us there'. So let's continue to be bold in our vision, open in our approach, and willing to change ourselves and our world".



# Volunteering in retirement

BY BOB HICKS

Most organizations would not be able to function without volunteers. There are many benefits for volunteers besides feeling good knowing that you are helping others. Other benefits include social interaction and mental stimulation. Both of these are important for people, especially when retired, as opportunities to interact are often reduced.

Some people delay retirement fearing boredom and isolation. Some retire, and then look for something to do. If you are contemplating volunteering, it's beneficial to do some research to find out what's out there, and determine what is the best fit for you.

I am hoping this topic will be in several future WATtimes, each highlighting different volunteer experiences. I have asked only the retirees I know to contribute to this article. Please email me if you would be willing to share your volunteer experience(s).

The organizations included in this article are sports organizations (Bob Hicks), the Food Bank of Waterloo Region (Lorne Connell), KidsAbility (Muffie Hicks), Sunbeam Centre (Pat Jenkins), Branchton Village Land Trust (Paul Eagles), and various multicultural initiatives (Chandrika Anjaria).

"I am the old guy in the second row, second from the left."

- BOB HICKS



## Bob Hicks

Volunteering has been a big part of my life. I have volunteered in sports for many years, first with Kitchener Minor Hockey and then as the recruitment co-ordinator for the University of Waterloo Women's Hockey team. I started out as a coach in Kitchener Minor Hockey (KMHA). I took on an administration role overseeing the women's hockey program in Kitchener. I had the opportunity to volunteer at various Ontario Women's Hockey events, and tournaments such as the Four Nations Cup. I remember one of my tasks was finding translators for Team Sweden and Team Finland. I contacted Waterloo's international students department, and shortly after I had a line of volunteers at my office door. I volunteered as the recruitment co-ordinator for the University of Waterloo women's varsity hockey team for the past 8 years, two of those after I was retired. I felt that I was well qualified for this role, with my experience in women's hockey, my 44 years on campus which included wearing many hats (student, staff member, lecturer and parent). When taking tours of the

campus for prospective players and their parents, there were lots of questions which I enjoyed answering. I felt like I was helping the prospective players, the team, and the University. I was always very proud representing the University of Waterloo at tournaments while scouting. My latest sports volunteer position is being on the board of the Daytimers Hockey League, where I play hockey a couple of mornings with other veteran players. The league has 12 teams, each team playing 2 or 3 times a week. A lot of my time is spent contacting spares for my group. On the last day of the season, Daytimers organizes a hockey day and fundraises for many local charities.



## Lorne Connell

Lorne has been volunteering at the Food Bank of Waterloo Region for a little over a year. He fills in for other volunteers who are unavailable for their regular shifts. The shifts are usually three to four hours in length, and Lorne averages about one shift per week. There are many different roles for volunteers at the Food Bank. The role Lorne usually performs is driving a cube van, or assisting another driver. The drivers pick up donations from Food Bank donation boxes at grocery stores or from food drives at churches, schools, community groups and businesses. The drivers also help deliver food to agencies, soup kitchens, churches and community groups. Lorne has also helped in the Food Bank's kitchen area with repackaging perishable food, so it can be frozen for later deliveries.



## Paul Eagles

Paul Eagles is a founding member of the Branchton Village Land Trust in North Dumfries Township in the Region of Waterloo. This land trust was formed in the mid-1990s to preserve an excellent old-growth oak forest in the Village of Branchton. The Trust raised sufficient funds to buy the four-hectare forest in 1996 and has managed it since then. The overall goal for the property is to preserve the forest for future generations. The Branchton Forest is an ancient forest; never having been cleared. About half the forest has been cut only once; sometime in the mid-1800s. The forest now has many very large, old-growth trees of several species, such as Black Oak, Red Maple, Black Walnut, Shagbark Hickory, Bitternut Hickory and most significantly Sassafras. The grove of 50 or more Sassafras is the largest northern grove of Sassafras in Canada.

The Board has the responsibility of managing the forest, which includes the removal of invasive species, guarding against tree theft, stopping encroachment by neighbours, downing dangerous trees, paying the taxes, and removing litter. The quality of the forest is excellent. The biggest management issue is a continuous rain of invasive plant species from nearby homes and gardens. The Board is composed of local citizens who share the value of preserving old growth forest for future generations. Paul has been on the Board throughout. The website for the Trust is:

[branchtonlandtrust.webs.com](http://branchtonlandtrust.webs.com)

The photo above looking east shows the property from the air in the 1990s. The land trust property is part of a much larger contiguous forest that extends four kilometers west to the Grand River Forests.

CONTINUED →

# Volunteering in retirement

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## Pat Jenkins (Lafranier)

Every home needs a garden! Since Pat's retirement in 2015, Pat and her husband Dennis have enjoyed volunteering with the upkeep of the gardens at the Sunbeam

Centre Residential Care facility in Kitchener. Only a few hours here and there during the gardening season makes a big difference in the lives of others. If you would like to participate, no experience is necessary and hours are flexible. The website is [sunbeamcentre.com](http://sunbeamcentre.com) and choose Volunteer from the menu.



MUFFIE dressed as Mrs. Claus with Elf Lily.

## Muffie Hicks

Muffie has been volunteering with KidsAbility for 11 years, including the past six years while retired. Muffie was a special education teacher, so this volunteer role is something she has been passionate about for a long time. At KidsAbility, Muffie volunteers in a junior kindergarten class where she assists at snack time, playtime, gym, playground and encourages independent eating and cubby time (coats, boots, hats, mitts). Muffie volunteers to help with field trips to

Benjamin tree farm, Green Way garden centre, Elmira bowl, Katie's Place accessible playground, St. Jacobs maple sugar bush, Conestoga Mall, fire station and pumpkin patch and hay ride. Muffie also volunteers for Firefly Autism Services, preparing crafts for camps. Last, but not least, Muffie has been Mrs. Santa Claus for the past 11 years, with daughter Lindsay as Elf Lily (for the past three years), visiting eight junior kindergarten classes. The picture to the left shows Mrs. Santa Claus and Elf Lily getting ready to visit the kids.



CHANDRIKA (far right) holds a cheque for S. Mary's General Hospital Foundation

## Chandrika Anjaria

Chandrika volunteers with:

- › Kitchener-Waterloo Multicultural Centre serving as Secretary
- › East Indian Community Walkathon Co-chair for three local hospitals
- › India Canada Association of Waterloo Region, Vice President
- › Gujarati Association of Waterloo Region, President
- › South Asian Cultural Festival Mela, Co-Chair
- › Diversity Awards selection committee

**Kitchener-Waterloo Multicultural Centre:** The centre fosters diversity in this community and facilitates the full participation of all residents in the life of the community. The Centre particularly works to ensure newcomers are welcomed and supported, and that people are economically secure. Chandrika got involved with the agency because as a newcomer to this country herself she understands the importance of the work. As a member of the board she values the importance of

strategic planning and helping to ensure that the present and future needs of newcomers are met and supported.

#### **East Indian Community Walkathon:**

Volunteering as co-chair for all three local hospitals and United Way over 24 years gives her great satisfaction doing something for the community where everyone benefits. This includes raising funds for Grand River's hospital cancer center, St. Mary's hospital for cardiac center, Cambridge Memorial hospital's We Care CMH Campaign to help purchase life-saving equipment for Cambridge Memorial Hospital new wing.

#### **Gujarati Cultural Association of Waterloo**

**Region:** The mission of the Gujarati Cultural Association of the Golden Triangle is to promote and maintain the language and culture of Gujarat, a prominent state of India. The association plays a key role in connecting people of diverse Gujarati and other communities by organizing cultural events, social gatherings, and in promoting the language and culture in Kitchener-Waterloo and surrounding areas.

#### **India Canada Association of Waterloo**

**Region:** The organization's mission is to preserve and promote the rich diverse cultural heritage of India; to foster collaboration among people of Indian origin and the broader Canadian community; and to advocate and ensure effective representation of members in social political and cultural life for the benefit of our community at large.

**South Asian Cultural Festival Mela:** The Mela (Fair) organized under the aegis of ICA promotes diverse cultures of South Asian in the region and provides a platform for mainstream and ethnic arts and performances, cuisines, clothing, jewelry, artisanal crafts and businesses. This is an enabling venue for the communities to know and learn from each other. ▶

# Terry Weldon

WRITTEN BY HILARY HUTCHINS, CAMPAIGN CO-ORDINATOR, UNIVERSITY OF WATERLOO UNITED WAY WORKPLACE CAMPAIGN

After working at the University of Waterloo for over 35 years, Terry Weldon has a huge bank of experiences and memories. Trained as an electronic technologist, the majority of his time at the University was spent in Electrical and Computer Engineering working in and around the labs.

A long-time donor to the University of Waterloo's United Way campaign, Terry says he finds supporting the United Way is an "excellent way to support smaller organizations that might otherwise struggle to obtain funding. In a time of constant innovation and development, it is important to remember and support the organizations that make it possible for all members of our communities to survive and thrive."

When he worked on campus, Terry enjoyed working with students. As a lab instructor and manager of sorts, Terry worked with both graduate and undergraduate students, finding it fulfilling to facilitate their learning and development. While working with these students, he got to see the changing face of Waterloo region. The growth of entrepreneurship in the area allowed Terry to see the development of ideas on campus, but also provided a moment of reflection. With the growing business development and creativity, Terry always thought it was very important for the campus community to give back to the greater community that facilitated the entrepreneurial development in the first place.

Terry remains involved with the community, currently helping with the City of Waterloo's Friday Flicks travel show and with Rogers TV, working on the audio team. He loves to stay active in the community, because it allows him to stay connected. After a long and successful career at the University of Waterloo, Terry continues to donate to the United Way because he knows his money is going to areas in the community that really need it. ▶



*In this and future issues of WATtimes we are including short biographical sketches of the UWRA Directors.*

# Get to know your UWRA team



## Bob Hicks – Informations Systems and Technology (IST)

I was a co-op student at the University of Waterloo from 1973 to 1978, in the Faculty of Mathematics (Computer Science). I started working full-time at UWaterloo when I graduated, and never left. During my career in DCS/IST I had the opportunity to work in every faculty, helping faculty, staff and students with computer problems. I was involved in training, where I met a lot of people from all over campus in my classes. I was never bored working at the University, as there was always lots to learn. People often comment that I must have seen a lot of changes in IT at the University, and I often thought about that during my career. My last position before retiring was Director of Client Services in IST, where I had the opportunity to work with so many wonderful people across campus.

My two daughters attended the University of Waterloo. Both are now teachers in Waterloo. My wife was also a teacher and has been retired for 5 years.

Outside of work I spent a lot of time coaching and playing hockey. I spent many years volunteering in hockey administration. I also enjoyed volunteering as the recruitment co-ordinator for the University of Waterloo women's varsity team for the past 8 years.

I wanted to stay connected with the University of Waterloo when I retired in May 2017, and the Retirees Association provided an excellent opportunity to do that. I have really enjoyed socializing with other retirees at the UWRA events.



## Jim Frank – Applied Health Sciences

My association with the University of Waterloo spans more than 50 years.

1968 was the year Waterloo launched the world's first Kinesiology BSc degree program and I entered the program, along with six of my classmates at St. Jerome's High School, Kitchener. Students, staff and professors came to know each other well through interactions in lectures and labs, as well as social events, such as the Friday afternoon pub run. Professor Norm Ashton, Chair of Kinesiology, was the first professor I met when arriving on campus to register for my first year. He later

was a mentor when I joined the department as a professor in 1982. During my third year, I met my wife, Jackie, a first-year student in Kinesiology. Jackie was timing my lane at a university swim meet and my slow pace gave her lots of time to assess whether I was worth getting to know. After 7 months of dating we married in Notre Dame Chapel at St. Jerome's University and settled into the newly-constructed Married Student Residence on Seagram Drive. While Jackie completed the final year of her BSc degree, I moved on to the newly-approved (1972) MSc program in Kinesiology. During this time, Jackie and I would supplement my TA payment by occasionally babysitting for professors in the department – Ian Williams (my thesis supervisor), Norm Ashton and Bob Norman. Later in life, Bob's daughter, Tasha, would babysit our children.

1974 was the year we traded Waterloo for sunny southern California. We drove across country in our VW Bug, loaded with books and belongings, for me to pursue a PhD at the University of Southern California and, later, for Jackie to pursue an MSc in Gerontology. We had four wonderful years studying at USC and enjoying the sun, sand and surf – and LOTS of visitors! It was a period during which I had MUCH longer hair, a burly beard, bell-bottom pants and, of course, sandals. Jackie fit in immediately – 5'2", blond and blue-eyed. In December 1977, we packed our VW Bug to the brim once again and headed to McMaster University where I took up my first academic appointment as a lecturer in the School of Health and Physical Education. Goodbye sun, sand and surf – hello Steeltown!

1982 Waterloo ... I'm back! I had watched the Department of Kinesiology unsuccessfully search for a senior professor of Biomechanics for a year. With the encouragement of Dr. Ron Marteniuk, a professor in the department and later Dean of AHS, I wrote to the department pitching the idea of hiring two junior faculty with a mix of biomechanics and neuroscience expertise. It worked. I was hired as an assistant professor in 1982

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**"It was an honour and challenge to become a colleague of the professors who had taught me 10 years earlier."**

JIM FRANK

and Dr. Aftab Patla, who became my closest colleague and friend, was hired six months later. It was an honour and challenge to become a colleague of the professors who had taught me 10 years earlier. Over the next 24 years, I had the opportunity to not only teach many talented students, but also to serve as Department Chair (1991-98) and Associate Dean of Graduate Studies for Waterloo (2000-03). My years serving as Department Chair were challenging as universities coped with Rae Days and 20 per cent budget cuts by the Harris government. But, the department survived and continued to build excellence in teaching and research. My experiences as Department Chair and Associate Dean made me eager to further contribute to university leadership. In 2006, I left Waterloo after 24 years to become Dean of Graduate Studies at the other UW – the University of Windsor.

2011 Waterloo ... I'm back again! Jackie and I enjoyed both living in Windsor and the University of Windsor, but Waterloo is home. Good fortune returned us to Waterloo when I was appointed Vice President Academic and Dean of St. Jerome's University. In 2014, I crossed the creek to return to teaching and research responsibilities in the Department of Kinesiology. Shortly after, I was appointed Interim Associate Provost of Graduate Studies for Waterloo and served in this position until retirement in 2016.

The University of Waterloo has given me so much – a rewarding career, my wife of 47 years, two children with Waterloo degrees (Jordan – RLS and Joseph – Independent Studies) and many Waterloo friends. Now retired, Jackie and I devote much of our time to our five grandchildren (future Waterloo grads, we hope), staying fit, travelling at our leisure and enjoying time with family and friends. Considering all that Waterloo has given to me, I was honoured when Sue Fraser invited me to join the Board of the University of Waterloo Retiree Association – a new opportunity to serve the university that has been such an influential part of my life. ▀

# UWRA Fall Reception 2019

SUBMITTED BY DALE WEBER, SOCIAL EVENTS CO-CHAIR (FALL RECEPTION AND AGM)

The UWRA Fall Reception was held on September 18, 2019 at the University Club. Members were greeted with complimentary cheese and fruit and a beverage ticket for beer, wine or soft drink.

89 members and invited senior University administrators enjoyed Neil Aitchison's presentation of 'The Drayton Story'. It was informative and was delivered in his uniquely humorous Southern Ontario style. Neil is a sought-after speaker, emcee, actor and local personality. We were very fortunate to spend an entertaining afternoon with him. Thank you to those who attended and thank you Neil. ▶



NEIL AITCHISON speaks to reception attendees.



The audience enjoyed Neil's engaging speech.



Attendees chat during the reception.



Reception attendees check in.

# Pension and Benefits updates

## Out of Country Coverage – OHIP changes effective January 1, 2020

The University of Waterloo's extended health benefit provides eligible employees and retirees with out-of-country travel coverage for themselves and their eligible spouse/dependents for medically necessary services and supplies as a result of a medical emergency.

For eligible employees, coverage provides for 100 per cent level of reimbursement for eligible expenses, up to \$1,000,000 per covered person per lifetime with no trip limitation. Coverage for eligible retirees depends on their date of retirement, as follows:

- › For those who retired on or after January 1, 1996, the benefit provides coverage for 60 consecutive days per trip
- › For those who retired prior to January 1, 1996, the benefit provides coverage as long as provincial healthcare coverage is in place (typically extended for 6 months)

In order for an insured to be eligible for out-of-country benefits, they must have provincial healthcare coverage. Claim adjudication is reviewed separately for each circumstance; in order to be eligible for reimbursement, the medical emergency must be a sudden, unexpected, and unforeseen illness/injury or an acute episode of disease requiring immediate medical attention.

Recently the Ontario government announced changes to the Ontario Health Insurance Plan (OHIP) effective January 1, 2020. Changes include a new program to

fund out-of-country dialysis services. As well, OHIP will no longer consider emergency expenses when incurred while travelling outside of Canada. For details regarding these changes, please refer to the Ontario Ministry of Health and Ministry of Long-Term Care website: [www.health.gov.on.ca/en/public/programs/ohip/outcountry\\_services.aspx](http://www.health.gov.on.ca/en/public/programs/ohip/outcountry_services.aspx)

Travel assistance is available through Great-West Life's partner, UnitedHealthcare Global (formerly, Great-West Life's partner was Medex) when an insured is outside of Canada or more than 500 km from their home. Covered members who experience a medical emergency can call the phone number on their Great-West Life Assure Card (Assure Card) for assistance. Travel assistance is available anywhere in the world, 24 hours a day seven days a week. Members should always travel with both their provincial healthcare card and Assure Card. The Assure Card includes the policy number, employee ID number and the necessary emergency contract numbers.

Depending on the nature of the emergency, UnitedHealthcare Global will be able to co-ordinate direct billing on the covered member's behalf (Great-West Life can pay a provider directly). However, there are some items that may require that expenses are paid first, with eligible reimbursement afterwards, as follows:

- › eligible medical expenses less than \$300 (Canadian)
- › eligible prescription drugs

- › costs of medical appliances
- › early return trip of dependent children when parent is ill or injured
- › transportation of a family member to the bedside of sick or injured insured person
- › return of deceased member

For out-of-country claims incurred in 2019, the Ontario government is allowing a 12 month claims submission period. To adjudicate claims incurred in 2019, Great-West Life will require a completed OHIP Authorization and Release form (M5500) with the claims submission.

For out-of-country claims incurred on or after January 1, 2020, Great-West Life will continue to require confirmation of Ontario residency and the covered member's OHIP identification number; however, a new form will be created to collect required information which will replace the existing OHIP Authorization and Release form.

All visitors travelling to Cuba must have proof of medical insurance. Proof might include:

- › an insurance policy
- › an insurance certificate
- › a medical assistance card (photocopies are accepted)

For more information please visit Government of Canada's website for entry/exit requirements to Cuba: [travel.gc.ca/destinations/cuba](http://travel.gc.ca/destinations/cuba). ▶



## New podcast goes Beyond the Bulletin

After more than 25 years of chronicling campus life online, the Daily Bulletin has added a new dimension and direction to its content with a weekly podcast.

Hosted by Daily Bulletin editor Brandon Sweet and Media Relations Manager Pamela Smyth, Beyond the Bulletin will serve up easily-digestible tidbits of campus news and happenings around Ring Road, a look ahead to what's coming up, and interviews with personalities on campus about issues that matter to the University community.

Interview subjects to date have included Dean of Environment Jean Andrey, University Librarian Beth Namachchivaya, Associate Provost, Human Resources Marilyn Thompson, and Nobel Laureate Donna Strickland.

The podcast will continue the Daily Bulletin's tradition of answering questions nobody is asking and celebrating successes that can't be measured, providing breaking news, facts, highlights and a modest amount of commentary to the campus community. Wherever possible, the podcast includes historical background information and events to help the community understand how we got to where we are today.

### New episodes go online every Friday

Bookmark [uwaterloo.ca/daily-bulletin/podcast](http://uwaterloo.ca/daily-bulletin/podcast) or subscribe to the Beyond the Bulletin Podcast wherever you get your favourite podcasts. ▶

# We remember

Retiree **ILSE SCHAEFER** passed away on September 8, 2018  
Library Assistant – Materials Acquisition  
Started March 16, 1970  
Retired May 1, 1985

Retiree **MARGARET WHITTEN** passed away on December 7, 2018  
Library  
Started June 3, 1974  
Retired May 1, 1988

Retiree **DONALD SPINK** passed away on February 1, 2019  
Professor – Chemical Engineering  
Started September 1, 1968  
Retired September 1, 1988

Retiree **RICHARD HOLT** passed away April 12, 2019  
Professor – School of Computer Science  
Started – July 1, 1997  
Retired – November 30, 2012  
Survived by his spouse  
Marie-France Holt

Retiree **MAREA CHRISTENSEN** passed away April 20, 2019  
Food Services  
Started January 15, 1979  
Retired May 1, 1988  
Survived by her spouse  
John Christensen

Retiree **GARY LASTMAN** passed away April 25, 2019  
Assistant Professor – Department of Applied Mathematics  
Started – September 1, 1967  
Retired – June 1, 2003

Retiree **WALTER SCOTT** passed away May 6, 2019  
Plant Operations  
Started August 2, 1977  
Retired March 1, 1999  
Survived by his spouse Marilyn Scott

**PHYLLIS STICKNEY**  
passed away May 7, 2019  
Predeceased by her spouse,  
retiree Harold Stickney

Retiree **RAYMOND VICKSON**  
passed away May 13, 2019  
Professor – Management Sciences  
Started September 1, 1973  
Retired October 1, 2004  
Survived by his spouse  
Lynne Vickson

**IAN COSTELLO** passed away May 17, 2019  
Survived by his spouse  
retiree Elaine Garner

Retiree **MARIA DITZEND**  
passed away May 22, 2019  
Housekeeper – Village 1  
Started June 25, 1973  
Retired May 1, 1992

Retiree **DONALD JAMES BARTLETT**  
passed away May 24, 2019  
Laboratory Technician – Mechanical Engineering  
Started June 4, 1962  
Retired September 1, 1994  
Survived by his spouse  
Catherine (Kay) Bartlett

Lecturer **CAREY BISSONNETTE**  
passed away May 29, 2019  
Chemistry Lecturer  
Started December 1, 1992

Retiree **BEVERLY BROOKES**  
passed away June 14, 2019  
Administrative Assistant – Applied Health Sciences  
Started January 2, 1980  
Retired April 1, 2003

Retiree **ALLAN FLEMING**  
passed away July 4, 2019  
Manager, Unix Systems,  
Science Computing  
Started November 1, 1986  
Retired February 1, 2019

Retiree **LOUISE WILLMS**  
passed away July 20, 2019  
Food Services  
Started May 1, 1968  
Retired July 1, 1996  
Survived by spouse Victor Willms

Retiree **PATRICK MIHM**  
passed away July 21, 2019  
Mechanic - Plant Operations  
Started June 4, 1984  
Retired April 1, 2014  
Survived by his spouse Elaine Mihm

**MARGARET ANGLIN** passed away September 4, 2019  
Predeceased by her spouse,  
retiree Jeremy Anglin

Retiree **THOMAS ABLER** passed away September 4, 2019  
Professor - Anthropology  
Started September 1, 1967  
Retired January 1, 2011

**ERWIN FREIHEIT** passed away September 9, 2019  
Predeceased by his spouse,  
retiree Mary Freiheit

Retiree **DONALD RANNEY**  
passed away September 9, 2019  
Associate Professor – Kinesiology  
Started August 1, 1976  
Retired July 1, 1996

Retiree **CAROL CULLEN** passed away September 10, 2019  
Housekeeper – Village 1  
Started January 2, 1980  
Retired October 1, 2007

## Pat Mihm



Patrick Mihm, longtime University of Waterloo employee who was the first sheet metal

tradesperson hired on campus and was later named Honorary Member of the University, passed away on July 21.

Mihm worked in the Plant Operations department as a certified sheet metal tradesperson from June 1984 until his retirement in March 2014. He was the first licensed sheet metal worker on campus and played a key role in setting up Plant Operations' Mechanical shop. As the resident sheet metal specialist, Mihm was a familiar face all over campus as he installed, retrofitted, and repaired almost anything that has anything to do with metal, be it ductwork, building flashing, siding, louvres, fire dampers, and supply, return, and exhaust systems.

"If you want to learn how to appreciate an organization, do something to help," he was once quoted as saying, and put this philosophy into practice. His contribution to the University went well beyond his daily work, with extensive involvement in governance, administrative, social, charitable, and recreational activities on campus and beyond. He was a staff representative on the Board of Governors from 1991 to 1994, a CUPE representative on the Pension and Benefits Committee for six years, a CUPE representative on the Employee Assistance Program Committee, a union representative on the United Way committee for ten

years and was involved as a committee member or co-chair of a number of campus groups, including:

- › the Downey Tennisfest, from 1993 to 2008;
- › the Matthews Golf Classic, serving as a committee member from its inception and as co-chair from 2008 to 2014;
- › the Hagey Bonspiel from 2007 to 2009 and as committee co-chair from 2010 to 2014; and
- › the Keystone Committee, serving from 1988 to 2014, and as part of the Treat-A-Gram initiative since its inception to 2014.

Mihm would continue to serve with many of these groups as a retiree member after retiring in 2014.

He was instrumental in originating the CUPE student bursary program, which assists students who are family members of Waterloo CUPE members studying at Waterloo.

In 2015, Mihm was named Honorary Member of the University for his contributions to campus life and service to the University.

Thank you Pat for leaving something better behind.

## Carey Bissonnette

Carey Bissonnette, a Continuing Lecturer in the Faculty of Science's Chemistry department, died on Wednesday, May 29.

"He was a talented instructor, a Distinguished Teacher, our Science Senior Teaching Fellow, an advocate



for high-quality teaching and learning within the Department, the Faculty, the University and further afield," writes Bill Power, Chair of Chemistry. "He was passionate about Chemistry, and about teaching it well, and was a force for changes that supported an outstanding learning environment for all of his many students. He did so many things so well, and without seeking any help, we are only just learning all he did now. For all he did and for all he represented, he will be greatly missed by us all, and especially for those of us who had the pleasure and privilege to work closely with him."

An alumnus of Waterloo who received a BSc in 1989 before getting his PhD from Cambridge in 1993, Bissonnette joined the University in 1995 as a lecturer.

In 2005, Bissonnette received a Distinguished Teaching Award and was cited for his inspiring and challenging lectures, one-on-one conversations with students, and involvement in high school curriculum and the Chem 13 News exams for high school students.

Bissonnette served as the Chemistry department's teaching fellow from 2012 to 2016, and from 2016 onward was the Senior Teaching Fellow for the Faculty of Science. He was also an undergraduate advisor for the Chemistry department for more than 20 years. Bissonnette played a key role in the development of the University's 2011 report on deep learning at Waterloo.

Most recently, Bissonnette was awarded a \$25,000 NSERC PromoScience award for "Secondary School Online Resources and Teacher Professional Development."

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## Allan Fleming



"Science Computing was very sad to announce the passing of Allan Fleming, who

died quietly in his sleep on July 4, a scant five months after his retirement this past February," says a note from Science Computing. "Allan's quiet, humble friendliness and love of laughter belied his status as a huge asset to the Faculty computing support and server management team."

"He worked his magic on many machines, always focused on the positive and served as a great contributor to the morale of his unit as well as his clients' service experience. We will miss him greatly."

## Professor Donald Ranney

Donald A. Ranney, professor emeritus in Waterloo Department of Kinesiology, passed away on September 9 at the age of 87.

Ranney studied anthropology and linguistics and graduated in medicine from University of Toronto in 1958. He studied surgery in Great Britain, becoming a Captain in the Special



Air Service, and went to India performing reconstructive surgery on victims of leprosy.

In 1976, Ranney joined the University of Waterloo's Department of Kinesiology as a professor of anatomy, later cross appointed with the School of Optometry. He was charged with establishing a school of anatomy – a guarded privilege reserved for the province's medical schools. In preparation for the proposal, he met with all but one of the anatomy teachers in the province.

On January 17, 1978, the University of Waterloo School of Anatomy was established by Order in Council of the Government of Ontario to enable students of human movement to gain an in-depth knowledge of the structure of the human body. "I believe that the School of Anatomy, which makes possible this approach to learning, has helped to make our graduates better scientists," explained Ranney in his recollections on the School.

As the head of the School of Anatomy, Ranney taught anatomy and sports medicine for two decades, publishing more than a hundred scientific papers on topics that varied from anatomy, biomechanics, muscle physiology, and surgery of the hand, to work-related injuries, and neuroanatomy of chronic pain. At the same time, he ran a part-time clinic for athletes and those injured at work or in motor vehicle accidents.

Known as a person of many interests and talents, he obtained a diploma in television production at The Banff Centre, researched the biomechanics of dance, was a military and sport skydiver, and was team physician for many local and national sports teams, including the Canadian men's softball team that won the Pan-American Gold Medal in 1983.

After retiring in 1996, he returned as adjunct faculty to teach introductory anatomy, while operating a business performing orthopedic medical evaluations for lawyers and insurance companies on clients involved in motor vehicle accidents, slip-and-fall and work injuries.

A plaque in his honour graces the School, noting that Ranney's "tireless efforts (...) made possible the dissection of human material for the purpose of learning anatomy at this university. Through his exemplary administration, (...) Professor Ranney ensured that the cadavers would always be treated with respect and gratitude. His rigorous and creative teaching, illustrated from his experiences as a practicing physician and his innovative research and writing, have demonstrated the importance of anatomical knowledge in the promotion of health."

## Professor Thomas Abler

The members of the Anthropology department were saddened to learn of the passing of Professor Emeritus Dr. Thomas Abler at the age of 78 on September 4.



Abler received his PhD from the University of Toronto in 1969 and taught in what would become the University of Waterloo's

Anthropology department for 43 years, from 1967 to 2010. He joined the University as an assistant professor in September 1967 and was promoted to associate professor in July 1974. He chaired the anthropology department from May 1979 to April 1985.

"His extensive scholarly expertise encompassed Native North America, ethnohistory, and war, and he was a marvellously productive author in these areas, producing five books,

more than 50 book chapters and journal articles, and more than 100 book reviews," says a tribute on the Anthropology department's website. "Thousands of Waterloo students were introduced to anthropology through his courses, and many of those students have put the anthropology they learned from Tom to use in a wide variety of careers."

## RETIREMENTS

# New retirees

Reported by **Human Resources**, University of Waterloo

NAME	POSITION	DEPARTMENT	HIRE	RETIRE
Thomas Scott	Professor	School of Accounting and Finance	12-Jul-1	1-Apr-19
Gerd Kursikowski	Supervisor, Electrical	Plant Operations - Maintenance and Utilities	23-Sep-91	1-May-19
Marinko Franjic	Custodian	Conrad Grebel University College	24-Aug-98	1-May-19
Rajko Cvjeticanin	Custodian	Plant Operations	24-Mar-03	1-May-19
Jo-Ann Good	Registered Nurse	Health Services	9-Sep-02	1-May-19
Rudy Peariso	Learning Design Manager	Centre for Extended Learning	1-Jul-08	1-May-19
Christopher Godsil	Professor Faculty of Mathematics	Combinatorics and Optimization	1-May-87	1-May-19
David Siegel	Professor Faculty of Mathematics	Applied Mathematics	1-Jan-86	1-May-19
Maria Mesquita	Research Associate	Civil and Environmental Engineering	1-Nov-12	1-Jun-19
Judy Fox	Administrative Assistant – Contest Assistant	Centre for Education in Math and Computing	1-Oct-06	1-Jun-19
Beth Bower	Counsellor	Counselling Services	1-Jan-01	1-Jun-19
Maria Silva	Custodial	Plant Operations	4-Jan-93	1-Jun-19
Mary Ellen "Elly" Stief	Rehabilitation Worker	Centre for Sight Enhancement – Optometry	25-May-98	1-Jun-19
Esperanca Pereira	Group Leader – Food Services Assistant	Food Services - Residences	5-Sep-01	1-Jun-19

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<b>NAME</b>	<b>POSITION</b>	<b>DEPARTMENT</b>	<b>HIRE</b>	<b>RETIRE</b>
Petr Zaleta	Painter	Plant Operations	24-Mar-03	1-Jul-19
John Shewchuk	Carpenter	Plant Operations	5-Sep-00	1-Jul-19
Debbie Collins	Financial Co-ordinator	Statistics and Actuarial Science	14-Aug-89	1-Jul-19
Marko Dumancic	Director, Mapping Analysis & Design	Faculty of Environment	1-Sep-80	1-Jul-19
Alan Macnaughton	Associate Professor	School of Accounting and Finance	1-Jul-85	1-Jul-19
William Cowan	Associate Professor	Cheriton School of Computer Science	1-Jul-88	1-Jul-19
Wendy Vaughan	Counsellor	Counselling Services	1-Sep-92	1-Jul-19
James Wedge	Mechanic	Plant Operations	29-Oct-84	1-Jul-19
Judy McDonnell	Graduate Studies Co-ordinator	Physics and Astronomy	2-Jul-97	1-Jul-19
Elizabeth Reidt	Professional Services Co-ordinator	Optometry	24-Nov-97	1-Jul-19
Anne Marie Wagland	Faculty Services Manager and Executive Assistant	Environment Executive Office	2-Aug-77	1-Aug-19
Christine Morawski	Housekeeper	Housing and Residences – Village 1	12-Dec-88	1-Aug-19
David Ferguson	Equipment Operator	Plant Operations – Fleet Management	20-Jun-88	1-Aug-19
Nancy Fritsch	Student Services Advisor	Engineering Undergraduate Office	3-Oct-06	1-Aug-19
Rhonda Lantz	University Reception Attendant	IST – Service Desks	13-Dec-88	1-Aug-19
Anne Marie Miraglia	Professor	French Studies	1-Jul-91	1-Sep-19
James Barnett	Lecturer	School of Accounting and Finance	1-Sep-90	1-Sep-19
Patricia Cook	Senior Alumni Engagement Officer	Advancement Office	21-Jun-79	1-Sep-19
Jane McGeoch	Department Secretary	Dean of Engineering Office	2-Jun-80	1-Sep-19
Maria Alice Seviora	Administrative Assistant	Centre for Advancement of Trenchless Technology at Waterloo	1-Jul-11	1-Sep-19
Milagro Del Carmen Vargas	Cook	Conrad Grebel University College	9-Aug-03	1-Sep-19
Susan Key	Administrative Manager	Engineering Undergrad Office	8-Dec-82	1-Sep-19
Barbara Barlow	Finance Co-ordinator	Campus Wellness	1-Sep-89	1-Sep-19
Neal Raghbir	Maintenance	Renison University College	16-Aug-99	1-Sep-19
Earl Fleming	Computer Technician	IST Network Technician	2-Feb-06	1-Sep-19
Jane Kinsie	Records Co-ordinator	Registrar – Record Operations	22-Dec-03	1-Sep-19
Mary Lynn Benninger	Associate Registrar, Enrolment Services and Academic Policy	Office of the Registrar	1-Jun-06	1-Sep-19
Douglas Stinson	Professor	Cheriton School of Computer Science	1-Jul-98	1-Sep-19

## BOARD OF DIRECTORS

2019-2020

Email: UWRA@uwaterloo.ca

[retirees.uwaterloo.ca](http://retirees.uwaterloo.ca)

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**SUE FRASER** (2012)  
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Vice-President

**LYNN JUDGE** (2015)  
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Past President

**ALAN GEORGE** (2015)  
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**JIM MARSHALL** (2016)  
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Secretary

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WATtimes Editor

**ALAN GEORGE** (2019)  
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Pensions and Benefits Rep

**MARY THOMPSON** (2016)  
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Social Events Co-Chair  
(Luncheon)

**PAUL EAGLES** (2016)  
eagles@uwaterloo.ca

Social Events Co-Chair  
(Fall Reception & AGM)

**DALE WEBER** (2017)  
dweber@uwaterloo.ca

UWRA Website

[retirees.uwaterloo.ca](http://retirees.uwaterloo.ca)  
**IAN FRASER** (2018)  
igfraser@uwaterloo.ca

Keystone Fund

Representative and  
Scholarship Program  
**JIM FRANK** (2017)  
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Member-at-Large

**BOB HICKS** (2018)  
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Member-at-Large

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Member-at-Large

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Member-at-Large

**STEWART FORREST** (2019)  
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University Liaison

**BRANDON SWEET**  
brandon.sweet@uwaterloo.ca  
University Communications  
University of Waterloo  
519-888-4567, ext. 32726

### HONORARY MEMBERS

Kay Hill\* (1995-2001)  
Harold Ellenton (1995-2007)  
Marlene Miles (2001-2008)  
Robin Banks\* (2000-2012)  
Jim Kalbfleisch\* (2001-2012)  
Shirley Thomson (2007-2014)  
Ester Kipp\*  
Bob Norman (2008-2016)  
Terry Weldon (2006-2018)

\*with us in spirit

(start dates on Board in brackets)

### UPCOMING EVENT



## UWRA SPRING LUNCHEON 2020

The UWRA will host the annual spring luncheon at Fed Hall on April 28, 2020. The noon luncheon will be followed by two speakers who will discuss “The University of Waterloo in 2050.”

Please plan to attend for a lively discussion of possible scenarios for the University over the next 30 years. Parking will be free in lots near Fed Hall. Since this is a catered event, advance registration will be required for Food Services planning.

More details will be made available on the UWRA website and in emails closer to the event. Comments and questions can be sent to Paul Eagles at [eagles@uwaterloo.ca](mailto:eagles@uwaterloo.ca).

# JOIN US!

## Membership in the University of Waterloo Retirees Association

### MEMBERSHIP APPLICATION AND RENEWAL FORM

Date \_\_\_\_\_

Amount     Lifetime \$130.00  
              Annual (calendar year) \$15.00

Name \_\_\_\_\_

Address \_\_\_\_\_  
\_\_\_\_\_

Postal Code \_\_\_\_\_

Email \_\_\_\_\_

Telephone \_\_\_\_\_

**PLEASE NOTE:** All those receiving UWATERLOO pensions, including both UWATERLOO retirees and survivors of UWATERLOO retirees, should inform **Human Resources**, EC1 1128C, University of Waterloo, N2L 3G1 ([hrhelp@uwaterloo.ca](mailto:hrhelp@uwaterloo.ca)) of any change of address or name.

If you have taken your pension out of the University and wish to ensure that you continue to receive WATtimes, please send **Jim Marshall**, UWRA Membership Co-ordinator, any change of address or name to [jim\\_marshall@uwaterloo.ca](mailto:jim_marshall@uwaterloo.ca) or mail him at 709-125 Lincoln Rd., Waterloo, ON, N2J 2N9.

**UWRA members should send email addresses or any changes to email addresses to Jim Marshall.**

[jim\\_marshall@uwaterloo.ca](mailto:jim_marshall@uwaterloo.ca)



As a retiree, each year you will receive three issues of WATtimes, the newsletter of the University of Waterloo Retirees Association (UWRA).

All retirees, their spouse, ex-spouse, or surviving spouse plus those having had a significant association with the University are eligible for membership in UWRA. We encourage you to become a member (\$130 for a lifetime membership or \$15 annually). Membership offers benefits and opportunities such as facilitating Pension and Benefits committee representation and publishing WATtimes, keeping in touch with the University and with former colleagues, making new friends, and enjoying a variety of social activities throughout the year at a special members' rate. Information is also available on the UWRA website, [retirees.uwaterloo.ca](http://retirees.uwaterloo.ca).

In addition, the Board of UWRA has a comprehensive email list of all members who would like to receive additional members-only information from time to time between issues of WATtimes. Such information might include updates on pension and benefits discussions and changes, openings on bus tours, volunteer or part-time paid UWATERLOO activities and other timely and relevant information as it becomes available. Joining this email list is entirely optional and does not change your membership in any way or add to the cost of membership. It is simply intended to improve communication with members who would like more current information sent directly to them as it becomes available. This email list will not be passed on to any other group or agency or used for any other purpose. The list is used occasionally as required.



To join UWRA, just fill out the form on this page and mail it, with a cheque payable to UWRA, to **Jim Marshall**, Membership & Records Co-ordinator, 709-125 Lincoln Rd., Waterloo, ON, N2J 2N9. Including your email address on your application will ensure that you receive additional information as described above. If you have any questions, please email Jim Marshall, [jim\\_marshall@uwaterloo.ca](mailto:jim_marshall@uwaterloo.ca).

### MEMBERSHIP STATUS

To determine your membership status, check the line above your name in the mailing address of WATtimes which shows your status. For example, DEC2016 means that you are an Annual Member and are paid up through December, 2016. LIFE2012 means that you took a Life Membership in 2012, and **no further fees are required**. An empty space indicates that you are not a member of UWRA.

Publications Mail Registration No. 40065122

RETURN UNDELIVERABLE CANADIAN ADDRESSES TO  
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University of Waterloo  
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