

WATtimes

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FROM THE PRESIDENT

by **Terry Weldon**

Where did the summer go? It seems that just a few days ago, we were enjoying the freshness of spring and now it's time to begin our fall activities!

September means that it's time to invite you all to our annual Fall Reception, which will be held at the University Club on Wednesday, September 23rd. We are delighted to have as our special guest, Dr. Ian Orchard, Vice-President Academic & Provost, who will bring greetings from the university. Ian has set aside time after his address to mingle with our members, so please feel free to chat with him. He is a personable and friendly gentleman, as you will discover! While at the reception, please enjoy a drink on us, as you connect with old friends. There will also be an opportunity to renew your annual membership, or consider purchasing a life membership. You will probably save some money! Full details on the Reception appear elsewhere in this issue.

At our Annual General Meeting held in May, we received the annual report from the Keystone Fund and were happily surprised to see that Waterloo retirees were responsible for just over 50% of the fund's contributions over the past year! This certainly is a strong indication that our retirees see the value in supporting higher education and a stance that we heartily endorse!



PHOTO: J. THOMSON

UWRA luncheons and coach tours are two of our activities that our members enjoy and are required to register for. Registration in the past has been by telephone or mail and we have recently been devising a system whereby you may register online in the UWRA website, or at least print a registration form to mail when registering.

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THE PROFESSIONALS: Monica Lynch spearheaded the redesign to bring *WATtimes* in line with current UWaterloo guidelines, with the assistance of Jan Weber. Jennifer Halcrow co-ordinated the project and looked after details. Didn't the Creative Services team do a superb job? Much thanks!

PHOTO CREDITS: Aga Khan Museum, Larry Martin; Donkey Sanctuary & Rail Museum, Jay Thomson

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PRESIDENT'S MESSAGE CONTINUED ...

This new system is a work in progress and we ask for your patience, while we smooth out its operation. Do be aware that you will still be able to register by telephone, or mail, as not all of our members have computers. As the work progresses, we will update the members on our email list. If you have not given us your permission to appear on our email list, you may do so by emailing us at prowe@uwaterloo.ca.

We have welcomed several new members to our Board of Directors over the past few months. Lynn Judge is our new Keystone Representative, replacing Bob Kerton, and is well-known for her work in Graduate Studies. Alan George needs no introduction, as he has filled many senior positions on campus over many years. Alan will be reviewing our constitution in an attempt to make it more relevant to our current situation. And Pam Van Allen is our new Executive Secretary. Pam is known to many from her work with the Dean of Science. Welcome to all of you! Your wealth of university experience will be a great asset to our organization!

Would you like to become involved in the work of the UWRA? At this time of writing in mid-July, we have two openings on our Board of Directors. If you enjoy working with people in a friendly and collegial atmosphere, we have a place for you! Please contact me, Terry Weldon, by telephone at 519-744-3246, or by email at terryweldon@rogers.com, at any time. Or, contact any of our board members, whose contact information may be found in *WATtimes*, or on our website at retirees.uwaterloo.ca.

Enjoy the autumn! We hope that you will make the UWRA part of it!

EVENT HIGHLIGHTS »

Aga Khan Visit

by Jean Ann Norman



“Wow”! That was probably a common reaction of folks on our recent UWRA visit to Toronto’s newest gem — the Aga Khan Museum. It is a wonderful building echoing a traditional Egyptian home — simple Brazilian granite exterior walls designed for modesty hide an ornate interior with vaulted ceilings and sunlit vistas. Light is used as the central theme of the building, which centres on a glassed-in courtyard or lantern. The clear panels with ornate Islamic designs etched on them (macherbia) cast shadows on the interior walls which echo the designs embedded in the glass. In the courtyard there is a white 8 sided star which acts as a sundial. As the seasons advance and the daylight turns to shadows the interplay of light and shadow create an ever-changing tapestry within the building, and represents enlightenment and human understandings.

His Highness the Aga Khan, the 49th hereditary Imam of the Ismaili sect and direct descendant of the Prophet Mohammed, chose Canada for the site of this unique cultural Museum of Islamic Arts and Culture because of the tolerance and diversity of our country.

The building is an architectural marvel built beside the Ismaili Spiritual Centre. During the construction it was discovered that the Museum was proposed to be higher

than the Centre so they changed the plans, since the spiritual should always be higher in value than cultural affairs. It is built on an axis 45 degrees north to best capture the sunlight reflecting through the building,

animating the walls, and creating dancing shadows everywhere.

The building is an architectural marvel built beside the Ismaili Spiritual Centre.

Just inside the entrance is a magnificent carpet suspended from the ceiling depicting a traditional Islamic garden containing

a river, birds and animals in stylized Islamic designs. However, it isn’t really a carpet. It is a work of art commissioned for the Museum and has a silk base, into which are embedded 1.2 million 1.25 inch long gold coloured pins placed to form the ornate designs. It took more than 4 months to place the pins in the tapestry.

The first floor houses the Museum’s permanent collection of over 1000 items representing the heritage of Muslim civilizations. On the wall to the left is a huge map depicting the Silk Road trading routes on both

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AGA KHAN VISIT CONTINUED ...

land and sea from Spain to China, highlighting the vastness of the Ottoman Empire. Many treasures are on display — old Qur'ans dating from the 9th century, books about science, pharmacology and medicine reflecting the early sophistication of the Muslim culture, a series of painted manuscripts which were part of a 1600's poem (which is being recited while we marvel at the intricacy of the artwork) and many other treasures — golden goblets, pottery, a huge carpet and my personal favorite — a tunic embroidered in gold wound wire that would have been worn by one of the Imams. It weighed almost 100 lbs.

There is also a 340 seat auditorium on the main floor — teak lined with comfortable looking seats. It is in high demand for performances and musical presentations.

The second floor houses the travelling exhibits. We were lucky to attend just before the Lost Dhow exhibit ended. This 9th century dhow sank while plying its way from Spain to China, and was only found in 1998. The ship was not recoverable but many of the treasures were. There are 13 golden cups, ornate amphorae and many different types of pottery — plates, bowls and goblets. Ironically some of the treasures recovered were made in China. Not much changes! Currently there is an exhibit of Islamic Art on the second floor.

Our guide was excellent. Mohammed enjoyed sharing his knowledge with us — both about the artifacts and the building itself. Just before lunch he led us upstairs to a room overlooking both the Ismaili Centre and the gardens linking the 2 buildings. The gardens are a work in progress — the day we visited they were installing huge 21 foot high serviceberry trees in formal rows outlining the 5 black granite reflecting pools that shimmer because of the pulsating of the water. They were created for visual effect and to create constant murmurs which help to minimize nearby highway sounds.

Of course no good tour is complete without food. We dined in a magnificent restaurant — the Diwan, so named from Diwani, which is a stylized form of Arabic calligraphy. The restaurant — light filled, with walls covered with carpets and hand carved 19th century wooden panels, was great. The delicious food reflected Middle Eastern cuisine, with variety enough for everyone.

So, replete with knowledge and fine food, we wended our way home. We even had time to drop some cash in the gift shop. Ask Terry about his new tie sometime!

This Museum is a place to return to many times. It was built as a welcome centre for the community. It is a unique place to learn about more than 1000 years of Islamic culture. Do go.



ELECTRONIC MAIL »

EMAILS TO UWRA MEMBERS

Three emails were sent to UWRA members this past spring, one regarding the Annual General Meeting of the Association, one on the Staff Association Golf Tournament and the other one about this fall's coach tour. If you are a member in good standing and would like to receive messages about upcoming UWRA events, but have not been receiving these or other messages, please ensure that we have your correct address.

Send your proper email address to **prowe@uwaterloo.ca**.

You will find the UWRA email policy described on the last page of this issue.



Simple ways to learn about your drugs

by **Kelly Grindrod**, PharmD, MSc, University of Waterloo, School of Pharmacy

PHOTO: LARRY MARTIN



My 5 year-old daughter had a vaccine reaction last year. We had taken her in for her routine childhood vaccines. The next day, her upper arm was red, hot and swollen. While the reaction was by no means severe, it was unexpected. As a mom and

pharmacist, I hadn't seen a reaction like this before so I grabbed my smartphone and searched Google for "vaccine swollen arm child".

Turns out I'm not alone in searching for health information this way. Google has reported that 1 in 20 online searches are for health information. The Pew Research Center in the U.S. has also found that almost three quarters of people who are online use the Internet to search for health information.

The main reasons people search for health information online are to prepare for an appointment, to find out more about a nuisance symptom or to clarify information received from a healthcare provider. Many people also search online for health information for a friend or family member.

The good news is that there is a wealth of high quality health information online, including websites like the **MayoClinic.com** and **Medbroadcast.com**.

Increasingly, the types of online health information are also reflecting the changing demographics of the online community. In Canada, upwards of 83% of the population now has Internet access at home. As a result, there is health information that reflects different literacy levels, cultures, genders, sexualities and language.

There is also a growing awareness that seniors are important consumers of online health information. Two thirds of seniors now have a desktop computer and a third of seniors own a smartphone or a handheld computer. This is leading more organizations to focus on sharing age-related health information online. For example, **Osteoporosis.ca** has a good calcium counter for your diet, while **Diabetes.ca** has great diabetes-friendly recipes and **Arthritis.ca** has a number of videos on arthritis.

The challenge is that not all online health information is useful. When I searched for my daughter's vaccine reaction online, I found dozens of great websites but I also found websites with complex information and websites devoted to sharing anti-vaccine messaging. As a result, when you search for health information online, you need to find information that is trustworthy, evidence-based and easy to read.

The goals of searching for drug information online are to understand your treatments and treatment option and to have productive conversations with your healthcare providers. Here are some tips to find good quality information online.

1. Start with a natural language search engine

(e.g., Google, Bing, Yahoo)

The nice thing about a natural language search engine is that you can search using everyday language. For example, to search for the drug ramipril (brand name Altace), simply type the term "ramipril" or "Altace". Both are fine. To search for information on side effects, type either "ramipril side effects" or "what are the side effects of ramipril" or "is cough a side effect of ramipril." **CONTINUED »**

In other words, think of a question you would ask a clinician and simply type it into the search engine.

When you are reading about a drug, you should start by determining the reason for taking that particular drug. In general, there are four main reasons to take a drug:

1. Relieve a symptom;
2. Prevent an illness;
3. Slow the progression of an illness, and;
4. Cure an illness.

If you are taking a drug and do not know why you are taking it, it is good to do some research on your own and ask your prescriber or pharmacist (in either order).

Many drugs treat multiple conditions and the benefits and risks depend on the underlying illness. Take methotrexate. In weekly doses, methotrexate is a safe and effective treatment for inflammatory arthritis. In daily doses, methotrexate is a more toxic cancer chemotherapy.

For an arthritis patient, it is very alarming to find out that the treatment of choice for their disease is chemotherapy. However, the side effect profile of methotrexate is very different when it is taken weekly compared to daily. In a case like this, the key is not to search online for “methotrexate” but to be sure to search for “methotrexate arthritis.”

Similar examples would be antidepressants used for sleep, blood pressure pills used to prevent heart failure and seizure medications used to treat pain.

2. Rule of three: Find three websites including one government source. All should say roughly the same thing.

The “rule of three” is designed to help people confidently search for health information online. The idea came from one of our research participants who said she always looks for at least three websites that say something similar before she’s comfortable that she has the right answer. We adapted it to include at least one high-quality government website to ensure that people had accessed at least one trustworthy source as a comparator.

The rule of three is a way of considering the various sources of information — not just the first article on the list. It is also a way of supporting someone in searching for information on blogs or in less traditional sites, while still encouraging them to consider the science behind the drug or the treatment.

There are many good government websites. The **HealthLinkBC.ca** website is a popular and highly accessible website from the BC government that includes information on drugs, diseases and symptoms. Other good government websites include the U.S. Centers for Disease Control (**CDC.gov**) and the U.S. National Library of Medicine (**nlm.nih.gov/medlineplus**).

3. Be skeptical — Health on the Net

A quick way to sort out the more questionable sites is to look for Health on the Net (HON) certification. HON was founded in 1995 in Geneva, Switzerland. It is a not-for-profit organization that aims to “promote the effective and reliable use of the new technologies for telemedicine in healthcare around the world.”



Websites can apply to get HON certified if they meet the following 8 criteria: give qualifications of authors; provide information to support, not replace clinician advice; respect the privacy of site users; cite the sources and dates of medical information; provide justified, balanced and objective claims; be transparent; provide details of funding, and; clearly distinguish advertising from editorial content.

To find out if the site you are looking at is HON certified, look at the bottom of the page for the logo. If you don’t see it there, look under the website’s “About Us” section. Some sites that are not HON certified are still good but you should be more skeptical. Good examples of HON certified sites include **Drugs.com**, **MayoClinic.com**, **MedicineNet.com** and **RxWiki.com**.

GREAT NEWS!

4. When you find something you like but are not sure, print it out and take it to your healthcare provider.

If you find good information about your health online, you should feel comfortable taking the information to your physician or pharmacist.

In my case, it turned out that my daughter's vaccine reaction was an uncommon but known reaction. However, our physician had not seen it before. By searching online ahead of time, I was able to bring some useful information from the Public Health Agency of Canada's immunization website to our appointment. By the end of the appointment, I felt like the physician and I both had a better understanding of why she was experiencing the reaction and it helped us come up with a better treatment plan.

The next time you find yourself second-guessing a diagnosis or treatment, try an online search. Use the Rule of Three to be sure that you find a few trustworthy sources. Print out the best article you find and run it by your physician or pharmacist. Let them know if it is a government site or if it is HON certified.

At the very least, you should walk away with a better understanding of your health. And the best case scenario? You may even teach your doctor or pharmacist something new.



Foreign currency direct deposit service now available for your UWaterloo pension

A new foreign currency direct deposit service gives retirees residing in eligible countries the option to have their monthly pension payments deposited directly into their foreign bank account in the currency of their resident country! Deposits made to pensioners in the U.S. will be received on the payment date, and other eligible countries' deposits could be received up to six days after payment dates, depending on the International bank. The cost for this service is \$5.00 for each payment.

Pensioners who choose to take part in this new service must have a direct deposit form completed by their financial institution as bank account formats differ between countries. To find out which countries are eligible and obtain these necessary direct deposit form, contact CIBC Mellon:

BY TELEPHONE

English calling within Canada:

1-800-565-0479

French calling within Canada:

1-800-268-1629

USA: 1-800-263-4497

From outside the USA:

1-519-873-2218

BY MAIL

CIBC Mellon

Pension Benefits Department

PO Box 5858, Station B

London, Ontario

Canada, N6A 6H2

Moving to Electronic Funds Transfer (EFT) for all Canadian Resident Payments

Do you live in Canada and receive your UWaterloo pension cheque in the mail? If so, starting this Fall your cheque will arrive a few days later. To avoid this delay, why not arrange for your pension to be deposited directly into your bank account? Direct deposit forms can be obtained by contacting CIBC Mellon (contact information above).

REMEMBER WHEN »

PASTtimes Responses



Doug Wright Engineering (still “Chemistry and Chemical Engineering” at that time),

There was a very nice response to the very early photo of the campus run in the Spring, 2015 *WATtimes*.

“**Bob Needham**, Professor Emeritus, Department of Economics, writes: “This picture is of the Engineering Buildings and a bit of Science and the Farm House (grad house).

University Avenue and the RR tracks give it away, Columbia Street at top and Phillip Street on the right.

Going north the first building is what Chemical Engineering is now, I think. Then above Chem Eng in what is now or was civil engineering. The extension between them not yet started and the fish pond not yet there. To the left of Chemical Engineering is the farm house. Above the farm house is Physics or part of it and to the left another science. The picture is surely pre- 1960. There is, of course, no sign of either Arts or Mathematics. No ring road. No sign of what was to come in the then open fields. By 1965 when I arrived there was a lot of fill in.”

“**Simon, the troll**, clarifies the photo’s date and adds points: “A note on the print dates this view to 1961. The campus has four principal buildings: Doug Wright Engineering (still “Chemistry and Chemical Engineering” at that time), Engineering 2 and 3, and Physics. The Schweitzer farmhouse, now known as the Graduate House, is also visible at the corner of the developed campus. University Avenue has been added to the Waterloo landscape, angling southwest from Dearborn Street a little west of Phillip Street. A string of cars is parked parallel along both sides of it. Around the edges of the photo one can see Columbia Street with two farmsteads (top), the Waterloo Manufacturing building beside Phillip Street (much later to become East Campus Hall), and the Bauer warehouse on the eventual site of the UWaterloo Place residence complex. Perhaps the most striking feature of the photo, however, is the first stretch of what would one day become the ring road. At this point it connected directly and at right angles to University Avenue, extending past the engineering buildings and then curving into what later became a driveway north of Physics.””

“**Larry Bricker**, BSc (1966), MSc (1967), CECS (1969-2008), recounts personal reflections stirred by the photo. “The current PASTimes (Spring 2015) aerial photo of the campus immediately looked quite familiar to me — although I must admit my first reaction was, believe it or not, ‘that’s not that old’ since my recollections do go a bit farther back.

My association with UWaterloo started when as a teenager I visited the opening of the new Engineering building (now DWE) in perhaps 1958, with my dad. A year or so later we took in the opening of the Physics building. I remember standing on the roof of the office wing (most westerly building on the photo), looking west and seeing where Dearborn Street ended at Laurel Creek (flowing north to south in the left of the photo). This part of the tour included pointing out locations of future buildings from a super vantage point. By the way, those first two permanent buildings were

originally built on opposite sides of Dearborn Street. You can see that alignment in the photo.

As a high school student, I remember visiting campus in summer 1961 I believe, and noticing that the office wing of E2 was just about complete. It looks like something might be afoot at that location in the photo, so if my dates are right the photo could have been taken perhaps spring/summer 1960.

The identities of DWE, Physics and E2 and the original farmhouse (notice how its location makes sense when you are made aware of the location of the original country road/Dearborn Street), are fairly obvious. The smaller structures (no longer there) to the east of E2 were I believe the original UWaterloo buildings, including classrooms, which in the early 60s began serving other purposes, notably our cafeteria. The parking lot north of Physics would be lot B (later renamed B1). It would make sense that the lot south of DWE would have been lot A, although I don’t recall that specifically. The university entrance near the tracks was the one I used in my undergrad days when biking to UWaterloo from Kitchener’s East Ward (summer and winter!). It was closed with the building of the ring road in the early 60s.

The diagonal road across the lower right of the photo is of course the diversion/extension of the former Dearborn Street, renamed University Avenue and the country road in the very top left of the photo became Columbia Street. The snippet of road across the top right of the photo is Albert Street which by the way, originally did not curve toward the east north of Phillip Street but connected to what is now Weber Street around Northfield and Weber. I don’t know the names of the off campus industries in the upper right but perhaps someone else does.

Thanks for digging out this old photo. I’m looking forward to reading other recollections next issue.””

Keep reading, Larry, as **John Keeler** has provided an account of the early days that some feel belongs in the Archives.



In the Beginning: Memories of **John Keeler** of the Early Days at UWaterloo

“Many thanks for printing the 50+ year old photo of the UWaterloo campus in the Spring 2015 issue of *WATtimes*. It did indeed “stir some deep-seated memories” which seemed to appear from nowhere and which I am happy to share. They describe an institution which is almost completely different from the UWaterloo most people know today. With the exception of retirees none of the people are the same. The location is the same. The few “permanent” buildings which were there are still there but the temporary buildings are gone. The fields of mud are now filled with buildings and grass and walkways and roads. A few hundred students have been replaced by several tens of thousands. There was no library building, but we had a small EMS Library. There was no student village; most of the out-of-town students rented rooms in local homes. There was no central power plant, but we had a small electrical sub-station, which is barely visible in the picture. Internally, there are now many new departments and programs which didn't even exist in the early 1960's, and the traditional curricula inherited from conventional universities have all changed, some of them drastically. But co-op education lives on and continues to thrive.

Here are a few details which your readers may find interesting. I believe the picture you printed was taken in the early 1960's, shortly after I joined the Engineering faculty. It was an exciting time at Waterloo. In my entire professional career the six years from 1960 to 1966 at UWaterloo were by far the most stimulating. The university was making the transition from its embryonic form as the Associate Faculties of Waterloo College to an infant University of Waterloo before it became the irrepressible adolescent of the 1970's. While the prospect for the survival of Canada's first co-op program was improving in the 1960's it was not a sure thing — not by any stretch of the imagination. As a consequence, those of us in the middle of the fray all had the common goal of making it work, no matter what. Our objective required creativity, innovation and co-operation like I had never seen before, nor have I seen it since.

Who was the driving force in this unique experience? Overall, of course, there was the Chairman, Ira Needles and the President, Gerry Hagey and their industrial, business and professional colleagues who had started

the ball rolling and somehow managed to keep it rolling. But my closest daily contacts were with our first Dean of Engineering, Doug Wright and members of my own department, Electrical Engineering. Doug was a Canadian Civil Engineer with a PhD from Cambridge. He had been on the Engineering faculty at Queen's University in Kingston and was a practising engineer. His creativity and energy were an inspiration to all of us, and his unique ability to get things done drove the rest of us to confront the multitude of problems before us. I soon learned that if I had an idea for dealing with a situation which needed to be resolved, his usual reaction was “That sounds good to me. You should try it.” A few months later, when the administrative structure was tightened up and the Engineering Faculty Council had been set up, he would say “That sounds good to me. Can you have a proposal ready for the next Council meeting?” At that time, there was no need to set up a committee with representatives from all the departments involved, have multiple meetings and ongoing discussions of all the pro's and con's, prepare several drafts and finally submit the final draft to Council, only to have it returned for further discussion, etc., etc. We didn't have time for those luxuries. We had to get things done quickly, or close up shop.

In my own department I was the third faculty member. The first was Norm Meikle, with whom I shared an office on the third floor of the new Physics building (left centre in the printed picture). Like me, Norm had come to UWaterloo from Canadian industry. He had been an engineer with Square D in London. The office next door to ours was occupied by Ira Needles, then the Chairman of the Board of Governors, and one of the founders of the university. The second faculty member of EE was our new department chairman, Basil (Mick) Myers, whose office was just below us on the second floor. Mick was an Englishman who had completed his PhD at Illinois and had worked there as a post-doc. At that time the three of us were the only faculty members in the department. Another retiree, Ray Wright, looked after the EE labs. A few months later, George Dufault came to the department from Co-ordination to help us deal with the growing demands of the EE curriculum, now that our first classes of students had finished first and second year.

George had been an engineer with SPAR Aerospace. And then the university hired Ray Anthes, who was the oldest of the group and came to us from Canadian Westinghouse. So the EE faculty was four Canadian electrical engineers from industry plus our only true academic, our English chairman. My, how things have changed.

About the time this picture was taken, Mick left to become the Dean of Engineering at the University of Maine, but Norm, George, the two Rays and I stayed to suffer the consequences of our ineptitude or, hopefully, to enjoy the fruits of our labour. We all knew, like everyone else at UWaterloo, that we had a difficult task ahead of us — to create the first co-op education program in Canada. Not everyone in Ontario, especially other Engineering schools, thought it was an idea worth pursuing, and even the Provincial government who provided most of the funding, was, in my opinion, stingy with their financial support. But, at first, we made do with some temporary buildings (see the photo) and measuring instruments assembled from kits by our students. It was hard work and an obvious challenge, because we all knew if the venture didn't succeed, we'd be out of a job, an outcome which none of us wanted. It was an atmosphere of co-operation like I had never experienced before. Sadly, that atmosphere vanished largely because of the success it created. The success of the UWaterloo co-op program exceeded the wildest expectations of our most optimistic prophets — all of us. Imagine — it is now the largest co-op program in the world.

But it was not all success — we did make some mistakes. At the time of the photo the Engineering program had four terms per year (two on campus and two work terms). It took five years to complete the undergraduate degree. We thought the extra year would give our graduates a head start, but there were some problems which had not been anticipated. Short on-campus terms did not match the content of most text books; the work terms were too short for employers, and too much time was devoted to examinations — still a problem some would suggest. The timetable was soon changed to the present three terms per year.

To give mature students who had the ability but for one reason or another had not completed Grade XIII (yes there were 13 grades in high school) a chance to go to university, we provided a pre-engineering year. It was like the crammed Grade XIII available to returning WWII

veterans in the late 1940's. The idea did work for a few years. It helped boost our class sizes and produced some very capable engineers. But it was discontinued in the early 1960's. At the same time we were accepting students with a Grade XIII average of 60%. Actually we bent the rules on many occasions when a candidate was warm and had other useful talents and accomplishments. We were anxious to fill the seats in our classrooms. But the need for bodies diminished quickly when the secondary schools finally understood the advantages of the co-op system and applications for admission mushroomed. By that time, our admissions were based on a quota system dictated by our capacity, not on averages, and in some departments the effective minimum Grade XIII average hovered around 90%.

Back to the photo. In the centre of the photo we see the building which was initially called the Chemistry and Chemical Engineering Building and later became Engineering I when the Department of Chemistry acquired their own building. Immediately behind it is the space now occupied by the "Submarine" building. It was originally called the Engineering Lecture Hall, but that caused some administrative problems with other faculties, and as a result, mid-way through the planning process it was renamed the University Lecture Hall and responsibility for the project was transferred from Engineering to the (then) Superintendent of Buildings and Grounds. This was an early sample of political manoeuvring among faculties. We were maturing.

On the other sides of the "Submarine" were the two wings of Engineering II, under construction at the time of the photo. Readers will note the temporary buildings I mentioned earlier to the right of the Engineering II lab wing in the photo. The road coming in from the right of them was Dearborn Street which served the farm on which the original campus was built. The farm house is to the left of Engineering I. Dearborn Street was renamed University Avenue and at the time of the photo was being extended across the property shown in the lower right quadrant.

In those days, the total complement of staff and faculty of the entire university was very small. Of course, we knew everyone in the Faculty of Engineering by their first name, but we also knew most faculty members in non-engineering departments by their first names. And we socialized as a university-wide collection of engineers,

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scientists, mathematicians, arts men, clergymen, academics, administrators, etc. Unbelievable! Our poker club included engineers (of course), a dean, co-ordinators and even a vice-president. At one social gathering, my wife and I discovered that we had been married on the same day, in the same year, in the same city as the Chairman of German and Russian and his wife. The best Christmas parties were hosted by Father “Cork” Siegfried, President of St. Jerome’s College. The University of Waterloo was a very unified and compatible group of people in those days — something which today is not possible because of our size.

Current members of the University community may be interested to know that during the time when my office was in the Physics building I could park my car for free in the Physics parking lot seen behind the Physics Building in the photo. Later when my office was moved to the office wing of Engineering II, I was allowed to park in the lot beside Engineering I, again for free. As we grew and as students acquired cars, those privileges were all discontinued.

When Engineering II was finished there was a board room on the first floor of the office wing. It was used for meetings of the Board of Governors, the Senate, the Engineering Faculty Council and other university committees. For a small university the furnishings were quite grand including a large round table, reminiscent of legendary King Arthur. It too gradually became too warped to be useful — a minor design problem.

Here’s another interesting item in the photo. Prior to this picture being taken Waterloo Manufacturing Co., who made farm equipment, had a large plant on King Street in Waterloo on the present site of Waterloo Square. The site was also occupied by the factory of Snyder Furniture Co. When Waterloo Square was built Waterloo Manufacturing built a new factory on Phillip Street, shown in the upper right corner of the photo.

Finally, I must mention that the teaching and office buildings were all air-conditioned. At the time, this was new for a university and seemed to be a bit rich for an upstart like UWaterloo. But the special treatment for UWaterloo was justified by the fact that at that time, other universities did not give regular classes in the hot summer months. UWaterloo did. ”



An invitation for all
UWaterloo Retirees to join us for the
University of Waterloo Retirees Association’s
ANNUAL FALL RECEPTION

Wednesday, September 23, 2015

3:00-5:00 p.m. at the University Club

We hope you are able to join us for this event.

Our guest speaker at this event will be
UWaterloo’s Vice-President
Academic & Provost, **Dr. Ian Orchard**.

Other invited guests will include some senior administrators of the University, plus representatives from Human Resources, the Faculty Association President and the Staff Association President. This is a time to socialize and renew old and new acquaintances and a chance to chat with your 2015 UWRA Executive.

Complimentary cheese, cold canapés and hot hors d’oeuvres will be served. All paid up members of the UWRA will receive two free tickets for “on-the-house” beverages (wine, beer, soft drinks). Additional drink tickets can be purchased at \$5.50 each.

New and renewal annual memberships can be purchased at this event and you will then receive your complimentary bar tickets. Annual membership is \$12.00 or you can purchase a Lifetime Membership for \$120.00.

PLEASE NOTE: There is free, but limited, parking available at the University Club.

So please **mark your calendar** for this event because you never know who you might meet there!

At this UWRA event, a photographer may be taking photos. Event photographs may be used in our print or digital communications. If you would not like your photo taken or used in this way, please advise the photographer. Thank you!

UWRA FALL LUNCHEON

Wednesday, October 28, 2015



Waterloo Regional Police Male Chorus

NOTE: UWaterloo retirees John Cullen and Tony Cullen are front and centre.

Tickets are \$28 each for UWRA members and guests; \$30 each non-members.

 **RESERVE YOUR TICKETS EARLY!**

by **Pat Cunningham**

Plan now to attend the **UWRA Fall Luncheon** on Wednesday, October 28, 2015 at the Sunshine Centre/ Luther Village. We look forward to seeing you and other UWaterloo friends and enjoying a performance by the **Waterloo Regional Police Male Chorus**.

Formed in November 1973, this talented chorus has earned a reputation for quality performances and top-notch entertainment. The 56-member chorus, which includes some of our own UWaterloo retirees, is a non-profit organization sponsored by the Waterloo Regional Police Services Board as a public relations vehicle for the Police Service. The Chorus is in high demand and performs an average of 25 events per year raising or helping to raise hundreds of thousands of dollars for various charities.

Bring a guest or two, and enjoy visiting with friends from Waterloo! (Neither you nor your guest need be a member of UWRA; one of you simply needs to be a UWaterloo retiree.)

NOTE: To help save costs, we will no longer mail tickets. You will receive an email or call to confirm your order was received and your ticket will be waiting at the door.

UWRA FALL LUNCHEON – Waterloo Regional Police Male Chorus

DOOR PRIZES!

Wednesday, October 28, 2015 | 141 Father David Bauer Dr., Waterloo

Cash bar: 11:30 a.m. | Lunch: 12 noon | Tickets: \$28 each for UWRA members and guests; \$30 each non-members

For tickets, please fill in form below and mail to:

Pat Cunningham, 88 McCarron Cres., Waterloo, ON N2L 5N2 Telephone: 519-888-0334

Name(s) _____

Telephone: _____

Email: _____

Number of Tickets: _____

Amount enclosed: _____

Please make cheques payable to UWRA. **DEADLINE FOR TICKET SALES IS TUESDAY, OCTOBER 20, 2015.**

Parking is available in designated Visitor areas at the front, side and back of Luther Village.

At this UWRA event, a photographer may be taking photos. Event photographs may be used in our print or digital communications. If you would not like your photo taken or used in this way, please advise the photographer. Thank you!

Tours of the Donkey Sanctuary of Canada and the Halton County Radial Railway



On a beautiful sunny day in May, a group of UWRA members and friends headed east into the countryside toward Guelph. Our first stop was the Donkey Sanctuary of Canada. Situated on 100 acres of rolling countryside, including wooded areas, a pond, several shelters and enclosures, and of course pastures, the Sanctuary has been a refuge for donkeys, mules and hinnies who have been neglected or abused, or who can no longer be cared for by their owners, since 1992. There are currently about 75 donkeys enjoying the peaceful surroundings and excellent care.

We were greeted by Carleigh Cathcart, a young Education Assistant who provided introductory information about donkeys and about the programs at the Sanctuary. Like everyone else we met on our tour, Carleigh's love of the donkeys and the Sanctuary was front and centre. Behind her as she spoke, we could see a couple of donkeys receiving care from a veterinary team. Carleigh explained that donkeys are rather intelligent animals, who take time to ponder the consequences of requested actions before complying — often mistaken for stubbornness. We then were guided through the rest of our tour by the Humane Education Co-ordinator, Terri Morris. With Terri we visited an enclosure where we had the opportunity to interact directly with some donkeys while stroking and brushing them. We also visited the Donkey House, which provides shelter for several donkeys along with open access to pasture areas. We concluded our visit at the Learning Centre, where there are numerous educational displays.

The Sanctuary is open only Wednesdays and Sundays from May to October, 10:00 a.m. to 4:00 p.m. — a perfect outing for grandchildren! For more information see www.thedonkeysanctuary.ca.



Our next stop was the nearby Aberfoyle Mill, where we were served a delicious lunch in a private dining room. Both food and service were excellent!

We then headed further east to north Milton, to visit the Halton County Radial Railway (HCRR), a full-size operating electric railway and museum. The HCRR is owned and operated by the Ontario Electric Railway Historical Association (OERHA), a non-profit, educational organization made up of active volunteer members who maintain and restore the vehicles and operate the museum.

The impressive collection of electric trolleys, streetcars and subway cars is housed in a number of barns that are used for restoration and display. We had a tour of a few barns, walking through some of the cars on display, and walking on platforms alongside to view through the windows others that had been restored but were deemed too vulnerable for constant foot traffic. Our volunteer guide explained that the HCRR receives donated equipment from many organizations, then restores and displays cars as funding (through grants or donations) and volunteer time and expertise allow.

A highlight was the opportunity to ride on the two-kilometre scenic track on two separate cars — one an open trolley, and the second a vintage streetcar. Two volunteers served as driver and conductor on our journey through lovely woods (with trilliums in bloom), and a landscaped garden turnaround area complete with ice cream car (alas not open on our visit).

The HCRR is open to visitors weekends and holidays (May through October), and also weekdays in July and August only — another outing that grandchildren might enjoy. For more information see www.hcry.org/ab_us.html.

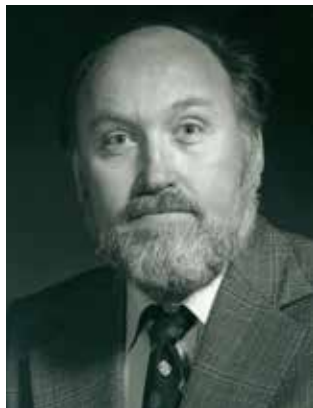
As is generally the case on our tours, there was much to learn and enjoy. A lasting impression of this particular day is the commitment and passion of the volunteers and donors for both of these programs, without whom neither organization would be able to thrive as it has.



Remembering James Leslie, father of Distance Ed.

by **Brandon Sweet**, courtesy of the Daily Bulletin, June 8, 2015

PHOTO: COURTESY OF JOSEPHINE NAIDOO



There had to be a better way.

That was what Physics professor Jim Leslie and his colleague Ted Dixon thought in 1968 as they spoke to high school physics teachers who were having trouble

making their way to campus through the worst snow Ontario had to offer in order to attend lectures to improve their qualifications.

Instead of traveling all over the place to deliver lectures, or force others to drive long distances to attend said lectures, why not put the lectures on tape and send them through the mail?

So the physics department purchased a tape-duplication machine, and that's how Leslie, who died on May 29, founded the University of Waterloo's correspondence program, which later became known as distance education, the forerunner to the Centre for Extended Learning. The first lectures were distributed on reel-to-reel tape, with compact cassettes, which had recently been introduced commercially, coming shortly thereafter.

Leslie graduated from the University of Toronto in 1957 and earned an MS and PhD from the University of Illinois. He joined the University of Waterloo in 1963 as an assistant professor in the physics department, with a research focus on superconductivity and low-temperature physics. He would be appointed professor in 1975.

The physics department had been offering courses to high school science teachers who wanted to upgrade their qualifications, and in 1968, after hearing about

scheduling issues and transportation problems, Leslie and fellow physics professor Ted Dixon decided to try delivering lectures by correspondence, recording the material on reel-to-reel tape.

“Up to this time other models of correspondence courses used only written material,” wrote Physics Professor John Smith, an early participant in the initiative, in 2004. “To make the courses seem more like live lectures, Jim wanted to offer them with an audio component to supplement the written material. It was decided that lectures would be recorded on tape and be accompanied by written notes from the professor.”

Later that year, Waterloo's Senate approved the offering of four physics courses — astronomy, electronics, electricity and magnetism, and atomic and nuclear physics — by correspondence.

“None of the original four instructors had experience in taping lectures, but we were young and eager,” Smith recalls. “We quickly learned some of the recording pitfalls — threading the reel-to-reel tape, the background noises caused by telephones ringing, coughing, paper rustling, and people knocking at the office door. Another challenge was to time the lecture so that we did not run out of tape. If a mistake was made while recording, the process of recording over it with a correction of the same time length was almost impossible.”

In that first year, there were 130 students.

In 1979, Leslie and Dixon founded Waterloo Distance Education, Inc. with the intention of exporting correspondence course material internationally.

Leslie served as the director of the correspondence program until 1980. By the time he stepped down as director, the program offered more than 200 courses on cassette, including degree programs in a number of

We remember ...

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

fields. The correspondence program was renamed Distance Education in the early 1990s, followed by Distance and Continuing Education, before its re-christening as the Centre for Extended Learning in 2010.

In 1982 Leslie was appointed director of the Guelph-Waterloo Centre for Graduate Work in Physics. He was also a member of the Canadian Association of Physicists and the American Physical Society. In 1993 he was awarded the 125th Anniversary of Confederation Medal for his contribution to Canadian post-secondary education.

Leslie retired in February 2001. In 2003, he was named an Honorary Member of the University in recognition of his pioneering efforts.

The Centre for Extended Learning has a \$1,000 award named in his honour, established in 1982, that is granted during fall convocation to a graduating student who has achieved a first-class standing and who has earned 50 per cent or more of the credits for his or her undergraduate degree through online and distance courses at the University.

Leslie was 79. He is survived by his wife of 50 years, Professor Josephine Naidoo, his three children and several grandchildren.

Mary Alguire died March 2, 2015. Mary began working at UWaterloo in July 1980. She was the receptionist in the Library until she retired July 1, 1996 under the Special Early Retirement Program.

Heinz Birkenhauer died January 27, 2015. Heinz started working at UWaterloo in May 1979 as a Technician in the Engineering Machine Shops. He retired October 1, 1987 from his position of Technician Machinist. Heinz was predeceased by his wife, Marianne on January 11, 2015.

Professor James Stuart Stone passed away March 15, 2015. Professor Stone began his career at Waterloo in September 1960. He was an Associate Professor in English. Professor Stone retired September 1, 1986. He was predeceased by his wife, Joan, in July 2001.

Professor Walter Martin died April 5, 2015. Professor Martin (Professor Emeritus of English Literature) began his career at UWaterloo on September 1, 1962 as an Assistant Professor in the English Department. He retired September 1, 1986.

Johanna Welkisch died April 6, 2015. Johanna worked in Minota Hagey Residence as a Housekeeper from September 9, 1968 until she retired on January 1, 1986. She was predeceased by her husband, Heinz in 2005.

Gertrude Kyer died April 1, 2015. Gertrude began her employment at UWaterloo on August 14, 1967 in Food Services. She retired from her position as Secretary in Food Services on March 1, 1981.

Elaine Sim passed away February 23, 2015. Elaine began her employment with UWaterloo in May 1987. She worked in the position of Secretary in Independent Studies prior to her retirement of August 1, 1998.

Kenneth Golem passed away May 5, 2015. Ken began his employment in February 1963. He held the position of Mechanic I in Plant Operations. Ken retired July 1, 1996 under the Special Early Retirement Program. He is survived by his wife, Anne.

Mary Freiheit died June 12, 2015. Mary started working at UWaterloo in February 1987. She held the position of Food Services Assistant in Food Services and retired as of July 1, 2004. She is survived by her husband, Erwin.

Peggy Norris passed away May 30, 2015. She was the surviving spouse of retiree Ron Norris who died in July 2003.

Myron Flett passed away July 5, 2015. Myron started working at UWaterloo in May 1987. He was a co-ordinator in Co-op Education and Career Action prior to retiring on December 1, 1995. He was predeceased by his wife, Mary in 2005.



PHOTO: J. THOMSON

Annual Report of the Pension and Benefits Committee to retirees

by **Ramesh Kumar**, Liaison Member

1. The State of the UWaterloo Pension Funds as of January 1, 2015

The University's retiree pensions are paid out of two funds: the Registered Pension Plan (RPP) and the Payroll Pension Plan (PPP). Each is subject to a hard limit on maximum pension payable per year of service. In addition, RPP is subject to yet another limit specified by the Income Tax Act, which is indexed annually by the increase in the average industrial wage. Pension benefits earned prior to January 1, 2014 are fully protected against inflation rates of 5% or less, while those earned after January 2014 are guaranteed indexation of only 75% for the same rates.

The state of the funds is reflected in their actuarial valuations. By necessity such valuations are based on a number of demographic and economic assumptions that combine actual experience with future expectations. Among these, the rate of return on pension assets, the rate of inflation and the interest rate are perhaps the most crucial.

The actuarial valuations may be carried out on several bases, each providing a different perspective: Going Concern, Solvency, and Wind Up. The Going Concern basis is mandatory for filing purposes in Ontario.

(i) RPP GOING CONCERN

The rate of return for calendar 2014 was 9.43%, generating assets of \$1.316 b at market value as of January 1, 2015. The asset mix on December 31, 2014 was: Cash (11%), Fixed Income (45%), Equity (35%) and Alternatives (8%). Out of this fund, a sum of \$44 m is being kept as a reserve for recognition in future years, implying the actuarial value of assets as of January 1, 2015 at \$1.272 b. The funding reserve is nearly equal to the capital gains realized from the sale of real return

bonds held in the fund. The annual rate of inflation, as determined by CPI, was set at 2.0%; implying increase in YMPE (Yearly Maximum Pensionable Earnings under Canada Pension Plan) of 2.75%, increase in employee salaries of 4.0% and the liabilities discount rate of 5.75%. With most other variables unchanged from the previous valuation, total liabilities amounted to \$ 1.384 b, leaving unfunded liability or deficit of \$ 112 m compared to \$149 m last year. However, if the funding reserve is taken into account the unfunded liability or deficit declines to \$68 m on market value basis.

The implicit university current service cost of the RPP increased to 7.92% of members' pensionable earnings, or to 107.8% of members' required contributions.

(ii) PPP GOING CONCERN

PPP is an internally managed fund and is not required to file. As of January 1, 2015, the fund had a funding excess of \$2.5 m, with market value of assets at \$34.0 m and accrued liabilities of \$ 31.5 m.

The implicit university current service cost was 0.44% of pensionable earnings. This implied combined university service cost of 8.36% of pensionable earnings.

The university, however, would continue to contribute at the rate of 163% of the members' contributions with all of the contributions going to the RPP.

(iii) RPP SOLVENCY AND WIND UP

Under these calculations liabilities increased to \$1.521 b for solvency and \$2.251 b for Wind Up, with unfunded liabilities rising to \$205 m and \$ 935 m respectively on market value basis. Total assets of \$1.316 b net of wind up expenses implied solvency and transfer ratios of 0.87 and 0.58, both slightly lower than at last filing.

(iv) The return rate of 9.43% is not something to sniff at. Yet, in the light of recommended benchmarks and the state of the market, it was not very satisfactory either. Fund managers' performance and the overall investment strategy have been constant sources of worry and discussion to the Registered Pension Plan Investment subcommittee (RPPI).

For more details of these valuations, check out: uwaterloo.ca/secretariat-general-counsel/committees-and-councils/pension-benefits-committee

2. Benefits

(i) The costs of extended health-care benefits have continued to increase steadily. At the last review, 70% of these costs were accounted for by prescription drugs and the top 10 therapeutic classifications by amount paid were responsible for 57% of the claims. While this might raise issues of lifestyle choices, the experience was not different from that of other businesses.

(ii) At its September 19, 2014 meeting, the Committee passed a motion on eliminating the extended health lifetime maxima for pensioners residing outside Ontario. These maxima for the three categories of retirees were: \$30,000 inside and outside Ontario for those retired before January 1, 1996; \$50,000 inside and \$40,000 outside Ontario for retired January 1, 1996 to June 6, 2000; and \$80,000 inside and \$40,000 outside Ontario for retired after June 6, 2000. An important motivation for the motion was to protect the interests of a small, but increasing, number of university employees who might spend their entire working life outside Ontario.

(iii) As we all have now been formally informed, the extended health plan benefit maxima for January 1, 2015 were increased based on the past three year inflation. This was the first adjustment in five years. Dental maxima were also enhanced at the same time to the 2013 dental fee guide in keeping with the existing two-year lag in fee guide plan design. The latter change has no implications for us. For greater details, visit uwaterloo.ca/human-resources/retirees

3. Government Pension Plan Initiative

(i) Ontario Retirement Pension Plan: The government remains committed to implementing its plan by January 1, 2017. Under the current proposal individuals participating in comparable workplace plans would not be required to join, though it is, by no means, the final word. Discussions on design and implementation continue.

The University Sector Joint Plan: The voluntary cooperative effort of OCUFA and the COU is now at the exploratory design stage. The approved Jointly Sponsored Pension Plan (JSPP) would be a DB plan and apply to future years of employment only. Three preliminary JSPP models are being discussed: the best of all currently available plans that will require a combined member and employer contribution of 26% of earnings, a plan with a combined contribution of 18%, and the CAAT plan. Administrative structures with equal representation from employer and employee groups and dispute resolution mechanisms are also under discussion. Retiree representation is not likely to come about.

Those interested in following the issue more closely may benefit by exploring the OCUFA website on pensions: www.ocufapensionreview.ca

PENSION AND BENEFITS UPDATE

In the Retiree Bulletin sent out in February 2015, it was noted that any retirees living in Canada outside of Ontario (called "out-of-province") were no longer subject to a reduced lifetime maximum cap of \$80,000 on their extended health care and out-of-country benefit coverage. Effective October 1, 2014, the \$1 million lifetime maximum limit for out-of-country coverage remains in place and is applicable for all groups on a go-forward basis from this date.

Please contact **Great-West Life** for further information: **1-800-957-9777**.

Help strengthen the community for all

by **Nadine Collins and James Skidmore**, 2015 University of Waterloo United Way Co-Chairs



PHOTO COURTESY OF NADINE COLLINS

Retirees and others attend last year's UWaterloo's lunch for United Way leadership level donors.

Those of us who have worked at the University of Waterloo know what an important institution it is and how it is an integral part of the community it serves.

We educate thousands of young people every year, hoping that they will put to good use the knowledge and skills they gain during their time with us. We trust that their education will open their minds and help them see opportunities to contribute to the greater good, to provide for themselves and for society as a whole. We derive energy from their energy, and optimism from their eagerness to go out into the world and lead rich and fulfilling lives.

So even though our campus may feel physically separated from the community in which it is located with our moat-like ring road, and our sparse, inconveniently located visitor parking, we are a crucial part of our community.

It's that spirit of connectedness, that desire to strengthen community and society, which makes the University of Waterloo a natural partner for the United Way campaign.

The University of Waterloo has been supporting the United Way of Kitchener Waterloo and Region for many years now. Each year we mount a workplace fundraising campaign, not because we have to, but because, like us, the United Way is dedicated to serving the society and community in which it is located. In Ontario the United Way is second only to the government in providing funding for social programs.

Today's United Way is a catalyst for social change. It works to create opportunities for a better life for everyone in our community. The funds raised for the United Way support specific targeted programming proposed by various community agencies to ensure that the dollars raised go to where they're most needed. But United Way KW doesn't just fund local agencies; it inspires everyone — from volunteers and local leaders to non-profit agencies and corporations — to come together to make a lasting difference and change community conditions for the better.

United Way KW works to identify the root causes of key local issues, develop strategies to address

In 2014, the **UNIVERSITY OF WATERLOO**
EXCEEDED our goal of raising
\$250,000
for the United Way KW.



RETIREES of UWaterloo
contributed almost a
quarter of the total dollars raised!

them, brings together the funding and resources needed to get the job done, and then measures the results.

We all benefit from the work of the United Way, whether directly or indirectly. As our area experiences the changes that come with increased numbers of newcomers, an aging population, economic ups and downs, changing social circumstances and other unexpected life turns, there is peace of mind in knowing our community can — and will — take care of its own.

The University of Waterloo, through the work and volunteer efforts of our students, staff and faculty, plays an important role in helping the United Way KW achieve their mission. We proudly contribute to the success of our community and have a rich history in giving back to make where we live, work and play a better place for all.

The University of Waterloo's workplace campaign raises just over 5% of the annual United Way KW's goal. We are the largest non-corporate campaign in the region not just because we want to be a good "corporate citizen," but because we share the core values that inform the United Way's mission. In fact, the University of Waterloo has raised over \$2.5 million for the United Way since it began its workplace campaign many years ago.

In 2014, we exceeded our goal of raising \$250,000 for the United Way KW. Retirees of UWaterloo contributed almost a quarter of the total dollars raised! Just another sign of the ongoing commitment to the community that helped make this university what it is today.

This year, we want to help more people in our community. As a result we are aiming to raise \$260,000 and increase the number of faculty, staff, retirees and students who participate in the campaign.

To those of you who are on-going donors to United Way, we hope you will re-affirm your support with a donation again this year. If you are someone who has never given before, we ask you to consider joining us to help address the issues we face as a growing population.

Your support is greatly appreciated by us, by the University, by United Way and, most importantly, by the people directly helped by the programs your donations fund. A caring community, working together towards a common goal, can accomplish a lot!

With our sincerest thanks,

Nadine Collins
nadine.collins@uwaterloo.ca
ext: 39257

James Skidmore
skidmore@uwaterloo.ca
ext. 33687

Watch for your pledge package in the Fall!



To learn more about the impact your donation had on our community last year, visit www.uwaykw.org/how-we-help/impact-stories

CONGRATULATIONS »

New retirees

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

| Name | Department | Position | Hire | Retire |
|-------------------------------------|--|---------------------------------|-------------|---------------|
| Roslyn Yeung | Finance Student Accounts | Student Account Specialist | Aug. 81 | 1-Apr. 15 |
| Alicja Muszynski | Sociology and Legal Studies | Associate Professor | July 91 | 1-May 15 |
| Therese Sabaryn | French Studies | Staff Language Instructor | Sept. 84 | 1-May 15 |
| Olaf Naese | CECA — Co-operative Education and Career Action | Communications Specialist | Aug. 76 | 1-May 15 |
| Jose Gouveia | Plant Operations | Groundsman | Aug. 76 | 1-May 15 |
| Garry Spencer | Plant Operations - Central Plant | Stationary Engineer 4th Class | Jan. 74 | 1-May 15 |
| Shirley Chatten | Earth and Environmental Sciences | Technician — Geological | May 80 | 1-May 15 |
| Shirley Wells | Admissions/Registration, Distance Education | Sr. Admission Clerk | Nov. 86 | 1-June 15 |
| Paul Burton | Plant Operations | Building Serviceperson 1 | Jan. 92 | 1-June 15 |
| Janet Wason | Library | Library Assistant | Jan. 88 | 1-June 15 |
| Meg Edelman | Registrar | Records Assistant | July 99 | 1-June 15 |
| Nello Angerilli | Waterloo International | Assoc VP, International | Feb. 13 | 1-June 15 |
| Susan Seabrook | Library | Library Clerk | June 87 | 1-June 15 |
| Andrew Nowinski | School of Optometry | Electrical Technician | July 87 | 1-June 15 |
| Barbara Elve | Communication and Public Affairs | Communication Officer | July 96 | 1-June 15 |
| James Marshall | Information Systems and Technology | Client Support Specialist | June 75 | 1-July 15 |
| Rebecca Thompson | St. Jerome's University | Library Assistant | Jan. 92 | 1-July 15 |
| Raymond Scheerer | Plant Operations | Building Serviceperson 1 | June 92 | 1-July 15 |
| Connie Slaughter | Mechanical and Mechatronics Engineering (WatCAR) | Administrative Assistant | Sept. 02 | 1-July 15 |
| Jeanne Johnson | Earth and Environmental Sciences | Tritium Technician | Aug. 74 | 1-July 15 |
| Anne Jenson | Electrical and Computer Engineering | Research Financial Co-ordinator | Nov. 75 | 1-July 15 |
| Olga Nagy | Plant Operations | Custodian II | Apr. 85 | 1-July 15 |
| Steve Manske | Propel Centre for Population Health Impact | Research Associate Professor | Jan. 81 | 1-July 15 |
| Mohamed Kamel | Electrical and Computer Engineering | Professor | Jan. 85 | 1-July 15 |
| Robert Sproule | School of Accounting and Finance | Definite Term Lecturer | May 93 | 1-July 15 |
| Linda Blain | Co-operative Education and Career Action | Account Co-ordinator | Oct. 89 | 1-Aug. 15 |
| Heide Flatt | Chemistry | Analytical Lab Instructor | Feb. 95 | 1-Aug. 15 |
| Frank DeMaio | CEMC | Business Manager | Feb. 09 | 1-Aug. 15 |
| Patricia Jenkins (nee Lafranier) | Information Systems and Technology | Manager, Mgmt Info Systems | Oct. 74 | 1-Aug. 15 |
| James Ashworth | Plant Operations | Electrician | June 07 | 1-Aug. 15 |
| Elgin Shantz | Plant Operations | Electrician | Jan. 02 | 1-Aug. 15 |
| Terry Stewart | Dean of Applied Health Sciences | Director — Info Technology | May 78 | 1-Aug. 15 |
| Giuseppe (Joe) Facciuolo | Plant Operations | Serviceperson II (Mason) | Mar. 90 | 1-Aug. 15 |

IN APPRECIATION »

PHOTOS: J. THOMSON



Terry Weldon acknowledges the contributions of long-serving **Rediña Caracaz** (left) and **Gail Cuthbert Brandt** (right) as they leave the UWRA Board.

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Email: c2pace@uwaterloo.ca

Honorary Members

| | |
|-----------------|---------------------|
| Ester Kipp* | Robin Banks* |
| Kay Hill* | Jim Kalbfleisch |
| Harold Ellenton | Shirley Thomson |
| Marlene Miles | * with us in spirit |

MEMBERSHIP IN THE UNIVERSITY OF WATERLOO RETIREES ASSOCIATION

MEMBERSHIP APPLICATION AND RENEWAL FORM

Date: _____

Amount: Lifetime \$120.00
 Annual (calendar year) \$12.00

Name: _____

Address: _____

Postal code: _____

Email: _____

Telephone: _____

PLEASE NOTE: All those receiving UWaterloo pensions, including both UWaterloo retirees and survivors of UWaterloo retirees, should inform Wanda Speek, Human Resources, GSC Room 130, University of Waterloo, N2L 3G1 (wspeek@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 Pat Rowe, UWRA Membership Co-ordinator, any change of address or name to prowe@uwaterloo.ca or mail her at 6-452 Beechwood Place, Waterloo, ON N2T 1Y8.

UWRA members should send email addresses or any changes to email addresses to Pat Rowe.

RETURN UNDELIVERABLE CANADIAN ADDRESSES TO
 University of Waterloo Retirees Association
 University of Waterloo
 200 University Avenue West
 Waterloo, ON N2L 3G1

As a retiree, each year you will receive three issues of *WATtimes*, the newsletter of the University of Waterloo Retirees Association (UWRA). We also encourage you to become a member of UWRA (\$120 for a life membership or \$12 annually). Membership offers benefits and opportunities such as 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.

In addition, the Board of UWRA has developed as comprehensive email list as possible 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 to the left and mail it, with a cheque payable to UWRA, to Pat Rowe, Membership & Records Co-ordinator, 452 Beechwood Place, Unit 6, Waterloo, ON N2T 1Y8. Including your email address on your application will ensure that you receive additional information as described above. If you have any questions, please email Pat Rowe, prowe@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, DEC2015 means that you are an Annual Member and are paid up through December, 2015. 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.

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