

WATtimes

FALL 2020

VOLUME 25 | NUMBER 2

PUBLISHED BY THE RETIREES ASSOCIATION AND THE UNIVERSITY OF WATERLOO

Learning lessons from a GLOBAL PANDEMIC



A retiree's perspective [SEE PAGE 4](#)

Lessons in remote teaching [SEE PAGE 8](#)

What the students are saying [SEE PAGE 10](#)



UNIVERSITY OF
WATERLOO

INSIDE THIS ISSUE

UWRA president's message	
From the University president	2
Letter from the editor	3
Learning lessons from COVID-19: A retiree's perspective	4
Lessons learned on remote teaching from Management Sciences	8
Lessons in education during a pandemic: Student experience survey	10
The Faculty of Arts turns 60	12
UWRA membership survey findings	14
Get to know your UWRA team: Featuring Ian Fraser and Mary Thompson	16
We remember	20
New retirees	23
Board of directors	25
Membership in UWRA	26

ISSUE EDITOR: Alan George
alan.george@uwaterloo.ca

LAYOUT AND PRODUCTION:
University Relations

PHOTOGRAPHY: Bruce LaDouceur
and University Communications

UWRA President's Message Fall update

BY LYNN JUDGE

Greetings to retirees!



I would like to extend our best wishes to all retirees and their families. These times are especially challenging for everyone –

focusing on good health and staying connected with friends and family while adhering to public health recommendations for social distancing. We have heard that many of our fellow retirees are connecting and participating in some level of online social activities.

The UWRA Board continues to meet monthly online. As you may know, the UWRA has not been able to arrange our usual social events for retirees in 2020 including the Spring Luncheon, Fall Reception and external events. As an alternative, we organized an online event held on November 18, 2020 on the topic “*Back pain as we ripen into older adults,*” presented by Professor Emeritus Stuart McGill of Kinesiology. Thank you to my fellow board members (Jim Frank, Jim Ashworth, Peggy Day, Jim Marshall and Ian Fraser) for organizing this event. We anticipate offering other virtual events based on retiree feedback and our investigations for new topics. We hope you can join us!



The UNIVERSITY OF WATERLOO RETIREES ASSOCIATION BOARD OF DIRECTORS

The UWRA Board members are continuing to represent retirees on the University of Waterloo Pension and Benefits Committee and related working groups (Mary Thompson and Stewart Forrest), as well as the University of Waterloo Honorary Member Committee (Sue Fraser). Sue Fraser and Peggy Day are continuing their relationship with the University of Waterloo Staff Association social committee and to share news on University staff activities and future joint events.

I would like to thank Brandon Sweet, University Communications, for his monthly updates to the UWRA Board on University news, including events, appointments, policy changes, and stories from faculty, staff, employees and the community. Check out the *Daily Bulletin* for daily updates.

Many thanks to Alan George, editor-in chief, and his editorial group (Bob Hicks and Ron Champion) for this production of WATtimes.

Thank you. ♥

LYNN JUDGE, President
University of Waterloo Retirees Association



Built for change

BY FERIDUN HAMDULLAHPUR

I want to start by wishing you a safe and happy holiday season amongst this time of great change. My thoughts have constantly been with the University of Waterloo community each and every day. The challenges that the COVID-19 pandemic have wrought on our institution and how we live, learn and work have been significant – yet we have persisted.

In a year of uncertainty and great change, Waterloo has focused on what we do best. This started with preparing for a fall term unlike any other. We were privileged to have strong enrollment numbers for this academic year, even amongst the significant changes and pressures our institution and students have faced. We know that this is not a random occurrence, but one borne out of a strong reputation in the eyes of new and returning students.

The fall term has been in full swing with the vast majority of students learning remotely as all large classes are only being offered online. At the same time, we have welcomed thousands of students living on campus and back to the Waterloo community. Even with a long and successful legacy of distance learning at Waterloo, this has been a tremendous shift for our entire institution requiring ongoing investment in new technology, support staff and the dedication of our instructors.

Having hosted the largest class of students learning remotely in Canada over the spring term, we learned a great deal that no amount of preparation could replace. We did what Waterloo has always done – we planned as much as possible and rapidly adapted to the needs of our students and faculty. This included building a network of instructors sharing best practices, ensuring our students received a quality Waterloo educational experience, regardless of their proximity to campus.

As you will read in this insightful new edition of the WATimes, remote learning and teaching offer a number of challenges but also vast opportunities to engage and prepare our students. We will continue to put student success and experience at the heart of everything we do and that has been a powerful guiding force for Waterloo.

Our researchers have also never stopped their efforts to create new knowledge and make new discoveries. Dozens of research teams at Waterloo are hard at work right now on the effects of and solutions to COVID-19 on our health and the strength of our society. This has been a true across-the-board effort touching every Faculty at our University and is a testament to the collaborative nature of our research community.

Thanks to your efforts, we are a university that was built for change. It is a unique quality for a university, and it is one that we sincerely cherish. Your time, your effort, your expertise and hard work have made the University of Waterloo the resilient and dynamic institution it is today, and I hope that we can count on your support, experience and guidance in the months and years to come. ♥

A handwritten signature in black ink, appearing to read 'Feridun Hammadpur'. The signature is fluid and cursive, with a long horizontal stroke at the end.

FERIDUN HAMDULLAHPUR, President and Vice-Chancellor

Lessons from a pandemic

BY ALAN GEORGE

Welcome to the fall edition of WATtimes. As I signalled in the last issue, which was conveyed only electronically, this edition is also being delivered online on the UWRA website. The COVID-19 epidemic does not show signs of subsiding any time soon and the campus continues to teach remotely where feasible and protect people while they are on campus.



Given the disruption that the pandemic has caused to campus operations, as well as those of us who are retired, this edition of WATtimes features articles that describe some of the experiences and “lessons learned” as a consequence of the pandemic. One article describes the Management Sciences department’s experience with remote teaching and the lessons they learned. Another article by Bob Hicks describes pandemic lessons learned from a retiree’s perspective (although many of the lessons he describes apply to everyone).

Also included is a report on a survey of retirees conducted by the UWRA Board. The objective of the survey was to provide guidance to the Board on various activities it organizes for members and seek ideas on others that might be organized.

The Faculty of Arts is celebrating its 60th anniversary so we have included an article that provides some interesting history of the Faculty.

We continue to feature short biographies of your UWRA Board members. This edition contains articles about Mary Thompson and Ian Fraser.

Finally, I want to acknowledge the immense help that Anne Galang, University Communications, has provided in the preparation of this edition of WATtimes. ♥

All the best in these unusual times,
ALAN GEORGE, Editor

Learning lessons from COVID-19

Nobody wants to experience another pandemic. But, if we do, what have we learned from COVID-19? Here are some learning lessons from a retiree's perspective that I would like to share.

Lesson #1: Keep some essential items on hand

Back in March 2020, we started to see some bare shelves in grocery stores for staple items such as toilet paper and paper towels, and cleaning supplies such as disinfectant wipes and hand sanitizers. I took a photo of an empty shelf while in a local grocery store in March, sent it to my wife, and asked her how many rolls of toilet paper and paper towels I should buy.

There were other shortages in the following months, sometimes caused by manufacturing plants being idle. One large local appliance store had only two washing machines in stock, and did not expect more to be delivered for a few months. We do not think about these things until we need something in a hurry.

The first learning lesson is to keep some essential items on hand, so you do not have to scramble to find them in stores when an emergency arises. It would be good idea to include masks as they were difficult to find at times during the early days of the pandemic.



The toilet paper shelf at Bob's local grocery store in March.

A retiree's perspective

BY BOB HICKS

Lesson #2: Get familiar with technology and doing things online

Since the pandemic started, many people have started doing more of their everyday activities online, such as shopping, banking, staying informed and even socializing.

You need a home computer with Internet access or a smartphone to do these activities online.

Consider getting a laptop, tablet and/or a smartphone if you do not already have one.

Laptops are a lot easier to use now than they used to be. Having someone show you how to use your devices is best. With some practice, it will not take long before you feel comfortable.

I purchased an inexpensive laptop online (a Chromebook) for \$300, and it is all I need to do things on the Internet: email, online shopping, online banking, etc. Many people use and love their iPads. The best thing about these two devices is they are easy to use and keep secure.

I started to do a lot of online shopping early in the pandemic. While at first there were many issues with poor search capabilities, lack of secure purchases or crashing due to too much traffic on the site, websites have improved. Many businesses have since invested a lot of time and money in their websites (money well spent in my opinion).

Online shopping can save you a lot of time or worry about being in crowds. Rather than drive all over the city looking for an item, I can usually purchase it in seconds on Amazon Prime, and have it delivered to my door in a couple of days. It is like magic. I have also purchased products on Amazon that were out of stock in stores. At physical stores, I often used curbside pickup—most stores did a good job, others not so much. I also now subscribe to a company that delivers water softener salt and another company that delivers propane tanks. My back is much happier.

Early in the pandemic I used an **online grocery delivery service**. I found it a little expensive, delivery times took days, and I was frustrated the odd time I received items close to expiration or items were missed in the order. These services have improved, though I do my own shopping now. Purchasing alcohol online was easy, convenient and delivery is free (at least for now). I buy from a Niagara winery, Ontario craft breweries, and a distillery near the cottage we go to. I love getting these deliveries. Supporting local business is very important, and very much appreciated.

I started banking online shortly before the pandemic. I seldom use cash anymore, so my trips to an ATM are rare. Some businesses have already gone cashless. For the past couple of years, I have used e-transfers instead of writing cheques. I pay credit card bills online. Recently I have been using Google Pay on my smartphone at stores, instead of tapping my credit/debit cards which sometimes does not work.

My family and friends often use video conferencing to **stay in touch** through apps like Houseparty, Zoom, and Google Meet. When a friend was in the hospital during COVID-19, it was a very difficult time as no visitors were allowed. We used a smart phone and Houseparty to stay in touch. It would have been very lonely not seeing family and friends during this time. This is not something you expect or plan for.

I use apps like Twitter on my phone to **stay informed** during the pandemic, to receive timely information about current events from reputable sources. You can get this information in other places as well. Be careful not to watch too much news on TV during the pandemic, as some stations provide mostly “doom and gloom” programming that will have you feeling depressed in no time.

Lesson #3: Get some exercise – any exercise

The pandemic has changed the way I exercise. I have not gone to the gym since early March and do not expect to return anytime soon. I have also put my recreational hockey on hold.

Walking is a great way to get some exercise during the pandemic. It is not my favourite thing to do, but it feels good to get out on a nice day, for both exercise and mental health. I have been golfing with friends a few times. I walk my kids’ dogs at noon during the school year, which I find fun, as the dogs are always happy to see me.

Learning lesson 3 is to get some exercise, however you can. You will feel better if you do.

CONTINUED →

Lesson #4: Keep a list of things to do

While I found it easy to stay busy during the summer months, now that fall is here, I am starting to think about what I am going to do to occupy my time. During the first three months of the pandemic we spent a lot of time watching Netflix movies. One night we stayed up until 3 a.m. binge-watching a series that friends recommended. It was a great way to spend time during lousy weather.

During the summer it was easy to find home projects to work on outside. Next are the inside projects, but those do not excite me as much. Making a list of things to do, weekly and daily can keep you organized. If you don't stick to the list as other things come up, that's ok. I have started to clean out the garage, a job I have put off for three years since retiring. I have written about volunteering in the last two WATtimes. Keeping busy is good for your mental health.

Lesson #5: Don't sweat the small stuff

In the months leading up to COVID-19, the issues being discussed included the teachers' strikes, online learning in schools, provincial cuts to education and healthcare, the use of plastic straws and plastic bags, climate change, and here in Waterloo LRT issues and the Ezra street party. Some of these things seem insignificant for now (though some really stand out such as cuts to healthcare). The pandemic has put a new perspective on things, which brings me to my next learning lesson which is not sweating the small stuff.

The silver linings

Believe it or not, some good things have come out of the pandemic. Here are a few that come to mind:

1. We will be better prepared for the next pandemic. For example, we will be better equipped for personal protection equipment (masks, ventilators, gloves).
2. Store websites are now better for online shopping.
3. Many people have discovered or rediscovered their culinary skills. I now make the best potato salad.
4. We have vastly improved online learning.
5. I have liked seeing parking lots near restaurants turn into patios. There should always be expanded patios in the summer months.
6. Our health care professionals have learned a lot. Getting on top of border closures earlier is important, as is wearing masks. The staged approach to opening communities has worked pretty well. Testing has improved but needs more improvement. The use of social "bubbles" worked well, but difficult to adhere to when people return to work and students return to school. Social distancing works.
7. Our governments have learned a lot (at least, I hope they have). Cutting health care is a mistake, as we witnessed in long-term care homes. Long-term care needs more resources and better management.
8. COVID-19 made us aware of other issues such as the working conditions of migrant workers. Hopefully, their working conditions will be improved.
9. We are much more comfortable with virtual meetings and events. We have been enjoying the Drayton virtual variety series.
10. I thought it was going to be challenging to start professional sports again. The NHL and NBA did a terrific job, using the bubble approach. Professional baseball got off to a rocky start with some games postponed due to COVID-19 cases, but they managed to complete the season. Professional teams have the money and resources to implement bubbles and constant testing. That is not the case for minor leagues.



Final thoughts

I think being retired has made it easier to cope with the pandemic. Working from home may sound appealing to some but has its own set of challenges. I have talked to University of Waterloo faculty, staff, and students and they all say they miss the social part of the University.

“Going back to normal life has never sounded better. We are craving the things we used to do, and sometimes took for granted”

BOB HICKS

Working from home with kids running around would not be easy. From reading the Daily Bulletin during the pandemic, it is apparent our pets have enjoyed their humans working from home. I walked the Ring Road a couple of times during the summer, and it seemed so eerie since it was so quiet. University sports are cancelled this academic year, and that is a huge disappointment for those involved.

Going back to normal life has never sounded better. We are craving the things we used to do, and sometimes took for granted. I am really looking forward to the return of concerts, sports events, playing hockey, going to the gym, going to restaurants, and much more. It is going to be a little while longer,

but we will get there. And with vaccines likely available in 2021, things are looking brighter.

Perhaps you have some learning lessons that you would be willing to share. If so, you can email them to me (bob.hicks@uwaterloo.ca), and we can include them in the next WATtimes. ♥

Lessons Learned on Remote Teaching from Management Sciences

CENTRE FOR TEACHING EXCELLENCE



This story is from a series from the Centre for Teaching Excellence to facilitate cross-institutional sharing of strategies for remote teaching. It was originally published on the Centre for Teaching Excellence website.

When teaching online, creating an environment where students can actively engage with their instructors, peers, and course content “increases student satisfaction, enhances student motivation to learn, reduces the sense of isolation, and improves student performance in online courses” (Bolliger & Martin, 2018). This article consists of some of the lessons that Waterloo’s Management Sciences (MSCI) department has learned about fostering engagement in a remote teaching context. There were many lessons over the term.

Student-instructor engagement

Student-instructor engagement can have a significant impact on student learning and affect learning outcomes (Bolliger & Martin, 2018), enhancing the quality of teaching and student learning experience. Here are some ways to foster mutual engagement in remote teaching that the MSCI team found useful:

1. Devise strategies and opportunities to foster connection more frequently throughout the term, beyond what you might do in a face-to-face course.
2. Offer several live Q&A sessions, personalize your emails to students, and communicate your targeted turnaround time for responding.
3. Create frequent, anonymous feedback opportunities for your students to share perceived challenges and provide management-style constructive feedback – how they think the problem can best be resolved.

Student-content engagement

Student-content engagement is especially important for students to support their own learning in a remote setting. Here are some ways from MSCI's experience to help students effectively engage with the course content:

1. Consider a partially flipped-classroom approach to create opportunities for students to engage in online activities that promote active learning. For example, students can be given a weekly short assignment based on the next week's topics to become prepared for future lessons – this creates a cascade in the course content.
2. Incorporate higher levels of Bloom's Taxonomy in the learning activities and assessments to support learning outcomes that promote depth in student learning. This can include discussions about assumptions and reflection activities; encourage students to think about the learning process and develop their metacognitive skills.
3. Provide students with a weekly schedule and checklist of required activities and assignments. Remember to establish a pattern to not be late with your deliverables. Deliver what is promised and don't surprise students by announcing that there will be a quiz or test the next day.
4. If you are live streaming your lectures, keep them to under an hour and no more than twice a week. Ensure that students have the opportunity for Q&A – even up to half of the session. Students want to hear from you, so be sure to keep lectures personalized and limit the number of external and third-party resources.
5. If you are prerecording your lectures, keep them to segments of 15 minutes or less and provide coordinated opportunities for students to ask questions after – for example, via a discussion board or a subsequent online chat.
6. When possible, stick to educational technologies – such as LEARN – that you and your students are already familiar with to limit learning curves. If you have to introduce something new, go slowly and gently.

Lessons to mitigate

While the MSCI team had anticipated that the students' efficiency and effectiveness would be impacted remotely compared to on-campus learning, it was noted that a number of factors were not fully mitigated when reflecting on this past term.

1. The first and last week of the term has significant impact as students get their bearings and sort things out, including dealing with multiple end-of-term assessments and projects. These challenges need to be accounted for in expectations on students' capacity and capability.
2. The duration and impact of numerous assignments and assessments students need to be accounted for, particularly in a remote setting. It's important to be flexible, compassionate and not overload students as they are also navigating tools on their own.
3. Students interpret the efforts that instructors put in moving classes online as an indication that the instructor cares and is trying to provide a quality experience.
4. While it was advised that instructors make and stick to schedules, doing so can be difficult, and delays in uploading deliverables on time, or changing due dates can have major impacts on the students – more than expected.

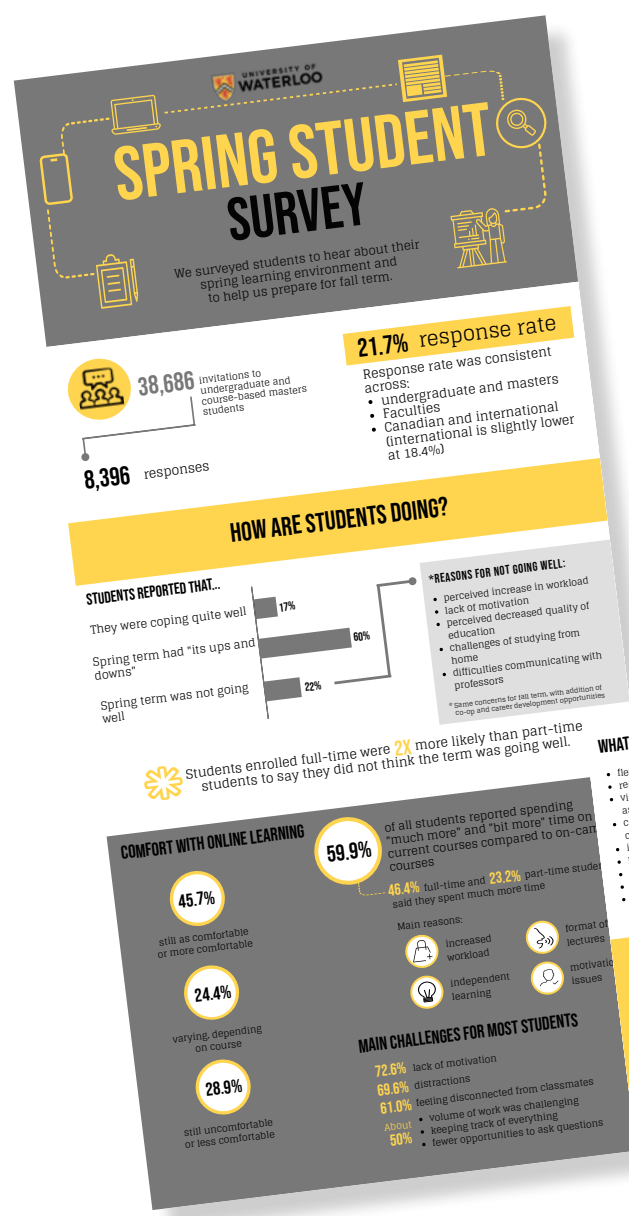
The Management Sciences department looks forward to implementing these and other lessons learned as the University continues to teach remotely in the fall term and has planned onboarding initiatives to further engage incoming students to an online learning environment.

CONTINUED →

Lessons in education during a pandemic: Student experience survey

This article was originally published in the Daily Bulletin in August.

BY BRANDON SWEET (WITH DATA FROM INSTITUTIONAL ANALYSIS AND PLANNING)



In late June the University of Waterloo surveyed students to hear about their spring learning environment and to help the institution prepare for the fall term. Almost 8,400 students responded to the survey. Among the survey's findings:

- > 17 per cent of students reported that they were "coping quite well" in the spring term;
- > 60 per cent of students reported that spring term "had its ups and downs;" and
- > 22 per cent of students reported that they were "not coping well."

SUPPORTS THAT WOULD BE USEFUL:

- Increased promotion of supports
 - streamlining and increasing consistency of information and resources
 - acknowledging student concerns (e.g. demonstrating empathy)
- Also mentioned:**
- providing opportunities for interaction with other students
 - improving academic content
 - improving response times

HOW ARE WE ADDRESSING STUDENT CONCERNS?

- We hired hundreds of co-op students and invested in other supports to help instructors better prepare for and deliver courses in Fall
- Faculties established online teaching task forces to properly adjust courses that are hardest to teach remotely
- Our Keep Learning Team of online teaching and learning experts is providing updated advice to instructors about issues like:
 - keeping students engaged but not overwhelmed
 - effectively staying connected with students
- We shared learning online resources to help students transition to an online learning environment
- We streamlined and updated online resources on the current student pathway demonstrating that we're here for you online

Updated information to help students transition to **ONLINE LEARNING** and resources for the **CURRENT STUDENT PATHWAY** is available to support students

For students having difficulty coping with the spring term's new normal, the reasons reported included perceived increase in workload; lack of motivation; perceived decreased quality of education; challenges of studying from home; and difficulties communicating with professors.

When surveyed on their comfort with online learning, 45.7 per cent of respondents reported being still as comfortable or more comfortable with online learning. 3 in 5 respondents (59.9 percent) reported spending “much more” and a “bit more” time on current courses compared to on-campus courses. Students reported that the main challenges they faced in spring term was: lack of motivation, distractions, and a feeling of disconnection from classmates.

Among the things that respondents found were working well during the spring term were flexible schedules, regular assessments, video-recorded lectures and asynchronous delivery, Faculty websites, the University's COVID-19 website, and online library support. Things that would be considered welcome improvements included increased promotion of supports, streamlining and increasing consistency of information and resources, and acknowledging student concerns.

David DeVidi, associate vice-president, academic, shared the results and action items with associate deans, undergraduate and the Keep Learning Team and the information was also cascaded to instructors.

The survey results provide insightful data that helped the University make improvements for the Fall Term. DeVidi highlighted some steps the University is rolling out to support instructors with delivery of high-quality education:

- › The University hired hundreds of co-op students during Spring Term to help instructors develop materials for online delivery during the Fall Term. Additional co-ops will be hired in the fall to help with winter courses.
- › Several faculties set up “Online teaching task forces” that have been working over the summer to ensure some of the courses that are hardest to teach well remotely (e.g., large first-year lab courses) are delivered as well as they can be.

Additionally, the “best practices” described in the Keep Learning resources are being updated to help instructors keep students engaged but not overwhelmed, and to help instructors effectively stay connected with students. ♥

The Faculty of Arts is now 60

BY WENDY PHILPOTT

This article was originally published on the Faculty of Arts website.

While this year has been full of unprecedented challenges, 2020 also marks a happy milestone: the Faculty of Arts just turned 60 years old. Happy Birthday, Arts!

It was the fall of 1960 when Arts became the University of Waterloo's third faculty. The addition of an arts faculty, it could be argued, made the three-year-old university more complete. In fact, in September that year, President J. G. Hagey said as much in the University's **Quarterly Report cover story**:

“The rapid development of the University through its previously established faculties of science and engineering obliges this institution to offer a fully balanced academic program which meets the standards of the universities in other parts of the province.”



In the beginning, there was Arts – and Math?

The founding Arts departments included English, History, German and Russian, Political Science, French and Spanish, Economics, and Sociology. The largest department in the Faculty was Mathematics – yes, Math was part of Arts until it became a faculty in 1967. Today the Arts community is comprised of 15 departments, two schools (three if we count the Balsillie School), and the affiliated and federated institutions.

The first Arts classes in 1960 included students recruited from the newly federated and affiliated St Jerome's College and Renison College (those institutions' names at the time). Students could enrol in arts courses at either of the colleges or in the Faculty of Arts and receive their degrees from the University.

The undergraduate entry average in 1960 was 60 per cent; today it's 80 per cent. By 1963 students could choose from 15 majors (including Math); today Arts students can choose from 29 majors and 48 minors. Arts graduate studies today includes 37 distinct masters and doctoral programs.



“I think the Faculty has expanded and developed in positive, forward-thinking, and yes, truly innovative ways”

SHEILA AGER, DEAN OF ARTS

“I think the Faculty has expanded and developed in positive, forward-thinking, and yes, truly innovative ways,” says Sheila Ager, dean of arts, who joined Waterloo in 1987 (the year the University turned thirty, and Arts was still in its twenties).

“We’re moving toward greater integration and interdisciplinary initiatives

with our colleagues from across the entire campus. We’ve become more responsive to and engaged with the world beyond the university, and I see a real commitment to having an impact on society’s problems, whether through research or teaching or both,” says Dean Ager.

At age 60, Arts does indeed have an outstanding record for success in both teaching and research. Our faculty play a critical part in Waterloo’s consistent top ranking for humanities and social sciences research grants; Arts scholars hold top honours including Killams, Orders of Canada, and Royal Society of Canada fellowships. Arts professors have earned more than 70 Distinguished Teaching Awards since 1976 – more than any other faculty. And our graduate students have earned 14 Amit and Meena Chakma Awards for Exceptional Teaching by a Student since 1999.

With more than 63,600 Arts alumni worldwide making their contributions in a vast range of fields, it is always a happy challenge to encapsulate their impact. As our dean suggests, a common theme is a focus on and commitment to understanding the human in a vast range of contexts.

Reflecting on the 1960 *Quarterly Report* announcement of 20 new Arts faculty member hires, Dean Ager said: “All male, all white, but it was a start!” Arts has come a long way since then: 45 per cent of our 330 (or so) full-time faculty members are women. While there is much more work to be done on equity and inclusion (and on making the world a better place), over the last 60 years, Waterloo Arts has made a very good start. ♥

Living and learning in a changing world

“The provision of arts courses fulfills an urgent need in this progressive section of the province,” said President Hagey. “In addition, we are in a unique position as a new University to plan curricula in keeping with the challenge of living in a changing world.”

The founding president’s words were apt. Over our sixty-year history, research and teaching in Arts have increasingly tackled the challenges of living in a changing world – as currently evidenced by the large number of Arts scholars contributing insights and guidance for living with our current pandemic predicament.

UWRA Membership Survey Findings

BY PAUL F. J. EAGLES

The University of Waterloo Retirees Association (UWRA) commissioned Professor Steven E. Mock and graduate student Alex T. Silver, of the Department of Recreation and Leisure Studies, to survey UWRA members in regards to their opinions on the various programs operated by the Association. Between December 2019 and January 2020 an online survey was administered.

Summary

The survey had 71 respondents out of a total membership of 700; the response rate was about 10 per cent, which is low.

The survey asked respondents to rank, on a scale from 1 to 5, both the importance and performance of an attribute of a program. Comparing the importance to the performance helps the Board prioritize and compare. A few of the many results are summarized in this short report.

The survey found that, on average, most of the programming offered by the UWRA performed well, above 4.0 on a scale from 1 to 5. The results show that overall the programming provided by the UWRA is meeting or exceeding expectations and the members find the programming to be highly valuable.

Events

The fall luncheon of 2018, on October 19, featured two guest speakers Professor Daniel Younger talking about the history of the Department of Combinatorics and Optimization, and Professor Paul Eagles talking about the history of the Department of Recreation and Leisure Studies. All performance averages for the fall luncheon

were above 4.1, with averages ranging from 4.15, for price, to 4.62, for the friendliness of staff.

The spring luncheon of 2019, on April 25, featured two guest speakers: Professor Robert Gillham talking about the history of the Department of Earth and Environmental Science, and Roly Webster talking about the history and future of the Department of Athletics. The event had performance scores from 3.88 to 4.56. The highest score, 4.56, was for the friendliness of staff. The lowest was for the value for money at 3.88. Interestingly, the score for price was 4.15. For this event, those who did not attend provided a lower score for the quality of the lecture at 3.85, compared to 4.31 for those who did attend. This reveals that the lecture content was more attractive to some people; encouraging them to attend. This is to be expected.

The fall reception of 2019, on September 18, featured guest speaker Neil Aitchison, had performance scores from 3.94 to 4.53, on a scale from 1 to 5. The highest score, 4.53, was for the friendliness of staff. The lowest was for the quality of food, at 3.94. Interestingly those who did not attend this event ranked the importance of the lecture at 4.06, identical to those who did attend. This suggests that some concern, other than the importance of the lecture, kept some people from attending.

The importance for education credit union seminars were 4.13 for attendees, 3.12 for non-attendees, and 3.24 for the average of all respondents. The performance of the education credit union seminar was 4.25. The importance of the St. Jacob's theatre and Block 3 tour was 3.13 on average. The importance and performance of the WATTimes newsletter were both above 4.0, with

4.39 for importance and 4.32 for performance. The importance and performance scores of the UWRA general meeting were both roughly 4.0 with a 4.00 for importance, and 3.94 for performance.

The importance of the University of Waterloo and the University of Waterloo Retirees' Association hosting a recognition event each year for new retirees of the previous 12-month period was 3.89; which shows modest support.

Pension management

The importance of the UWRA participating in the management of the University of Waterloo pension funds was 4.74, which is very high, and is the highest importance score found in the survey. It is important to note the nature of UWRA participation in the management of the pension plan. A UWRA Board member is appointed to be a voting member of the Pension and Benefits Committee; a UW retiree is appointed to sit on the Pension Investment Committee; retiree appointees participate in working groups established by the P & B committee.

Areas for improvement

The attributes that showed performance scores below importance scores were the general meeting, WATtimes, food quality of the fall reception, and the value for money of one spring luncheon. Interestingly, the food at the fall reception was finger food provided at no charge to the attendees. Also the other spring lecture showed positive scores on the value for money of the event.

Future programming

A few respondents provided suggestions for future programming. These include bus tours, socials, talks, and fundraisers. The suggestion for the provision of socials, without associated lectures, revealed a need to provide events that enable retirees to associate with each other in a collegial environment.

The UWRA will consider these findings in future programming. The Board was pleased that this survey revealed that the current programming for UWRA members has strong levels of satisfaction among those who filled out the survey.

The full report is available to UWRA members, if desired. The UWRA subcommittee that supervised this work included: Paul F.J. Eagles, Sue Fraser, Jim Marshall, David Matthews, and Jim Frank. ♥



The Pension Investment Committee (PIC)

The new Pension Investment Committee (PIC) of the Board of Governors was constituted in the spring, and began formal meetings in September 2020. Its mandate includes advising the Pension & Benefits Committee on the Statement of Investment Policies and Procedures (SIPP), the mix of assets in the pension plan and the choice of investment managers, as well as specific investment decisions. The PIC is chaired by Sheryl Kennedy, a member of the Board of Governors and a Waterloo graduate. Each of the UWSA, FAUW, CUPE and UWRA has an appointee on the PIC. The UWRA appointee is University Professor Emeritus Phelim Boyle, FRSC, an expert in actuarial science, finance and economics. ♥

Get to know your UWRA team

Ian Fraser

I was born in London, Ontario; one of three children.

Early in my childhood we moved to Brantford, then on to Windsor, ending up in Aurora just north of Toronto where I spent my childhood, until moving to Waterloo to attend university. I graduated from the University of Waterloo in 1975 with a degree in Biology. Subsequently, I found a job at the University as a Research Technician working in Biology for Dr. Morton Globus in his embryology lab for two years.



My second job at Waterloo was with Dr. Howie Green in the Department of Kinesiology as a Lab Technician in a human physiology lab, developing enzymatic assays. We also externally got out of the lab to do testing on various NHL and Junior A hockey teams.

I was then hired in my first permanent job at the University by the Department of Kinesiology as a Lab Technician responsible for their biochemistry labs, a position I held until 1988. During my time with the department, I met my wife, Sue, who also worked in Kinesiology, and her son Mark. We were married in August of 1979 and have been married for 41 years, and our son and daughter-in-law (Mark and Hayley) have given us two wonderful granddaughters, Megan and Emily.

In 1988 I joined the Safety Office reporting to Nick Ozaruk, and later to Kevin Stewart until my retirement in 2012. Initially I was hired as the University Radiation Safety Officer but my duties were expanded to Laboratory Safety including Biosafety, X-ray safety, Laser safety, Chemical and Fire safety.

Some of my volunteer activities have included:

- › Serving as a Board member for the Faculty and Staff (Waterloo) Credit Union for several years until it amalgamated with the Education Credit Union in 2000.
- › Registering with the Optimists Club of Kitchener-Waterloo in 1989 and serving as President and also as Secretary for 19 years. I also participate in the maintenance of the Optimist Clubs two properties and do the rental bookings for both properties. We have approximately 6000 kids per year using our properties in day camps, weekend overnight camps and the Waterloo Region Board of Education outdoor education facility that operates out of our property.
- › Volunteering as webmaster for the University of Waterloo Retirees Association since 2018 to the present.

Mary Thompson

My husband Carl and I came to the University of Waterloo in the fall of 1969, following our doctoral studies at the University of Illinois in Champaign-Urbana. Carl had an appointment as Research Assistant Professor in Civil Engineering, and I was hired (as a courtesy, and just on sessionals to begin with) in the Department of Statistics. In the Fall of 2019 the Department of Statistics and Actuarial Science helped me celebrate 50 years at the University.



For me, UWaterloo turned out to be a fine place for a long academic career. What made the environment so special was the combination of the excitement of new ideas and perspectives, the freedom to explore new possibilities, and the down-to-earth mid-Ontario values. Of course there were bumps along the way, but the department and the Faculty of Mathematics were very supportive of someone who was trying to combine teaching, research, and family life with three children.

When my sons were older, I enjoyed administration as an associate dean, chair, and acting dean – and later, I also enjoyed stepping down from administration! It has been very satisfying to see the University mature and continue to reach new heights over the years. It is gratifying to see many more women in the mathematical, statistical and computing sciences (for example, our Faculty has seen a five-fold increase in women faculty members since 1969), and in general to see the increasing diversity of our university community.

Retiring officially in 2009, I have continued to “go in” two-and-a-half days a week, with a couple of paid gigs early on, but essentially as a volunteer. Working with graduate students was always a wonderful part of being on faculty, and I have been fortunate to be able to continue with that, in co-supervision arrangements. As well, I have kept on with several research collaborations, such as the International Tobacco Control Project led by Geoffrey Fong of Psychology, the methodology working group of the Canadian Longitudinal Study of Aging, and some research in statistical inference. I have also done quite a bit of work for the broader statistical sciences community in Canada.

Serving on the University of Waterloo Retirees Association Board is a kind of bridge to real retirement. It has been a pleasure to get together with our wise elders once a month. As the UWRA appointee on the Pension and Benefits Committee, I have enjoyed keeping in touch with University of Waterloo matters through that assignment.

Real retirement activities include grandchildren, family history, a family art history project, co-owning a cottage, neighbourhood walks, and involvement in community outreach. These are the aspects of life that have really felt the effects of the pandemic, and like most of us I hope to be spared to see the end! ♥

Remembering Tom Brzustowski, Waterloo’s first provost

This is an excerpt of an article originally published in the Daily Bulletin

BY BRANDON SWEET

FOR PROFESSOR TOM BRZUSTOWSKI,
WATERLOO’S VICE-PRESIDENT, ACADEMIC
FOR 12 YEARS, RUNNING THE UNIVERSITY
WAS MORE THAN ROCKET SCIENCE

Thomas Brzustowski, a former member of the Faculty of Engineering and Provost Emeritus, passed away on Friday, June 19.

Born in Warsaw, Poland in 1937, Brzustowski came to Canada in 1948 and became a naturalized Canadian citizen in 1954. In 1957 he worked in the Thermodynamics section of Avro Aircraft, moving to the Combustion section of Orenda Engines in 1958, both in Malton, Ontario, home of the Avro Arrow.

Brzustowski graduated with a BAsC in Engineering Physics from the University of Toronto in 1958, and a Master’s and PhD in Aeronautical Engineering from Princeton in 1960 and 1963, respectively. His research areas included thermodynamics and combustion, rocket propulsion, celestial mechanics, and spectroscopy.

Brzustowski joined the University of Waterloo’s Department of Mechanical Engineering in September 1962 as an assistant professor. In September 1964 he was appointed Associate Professor, becoming a full Professor in September 1966. He served as Chair of Mechanical Engineering from 1967 to 1970, and as Associate Dean, Graduate Studies from 1971 to 1974.

In 1975 he was appointed the University’s Vice-President, Academic, succeeding Howard Petch, who had departed to serve as President of the University of Victoria. From

September to December 1976, he was named Acting President of the University. As vice-president, academic, Brzustowski chaired the University's long-range planning committee, which set the guidelines for the institution's growth and development over

a ten-year period. During this time, he also worked to establish the University's Distinguished Teacher Awards, which are still awarded today.

In June 1987, Brzustowski's portfolio was expanded to include new duties as the University's first provost, in effect becoming the University's chief operating officer as well as its senior academic administrator.

Not long after receiving the provostial title, Brzustowski departed from Waterloo to serve as deputy minister in the Government of Ontario from 1987 to 1995.

Brzustowski returned to the University of Waterloo as a senior advisor to the Institute for Quantum Computing (IQC) for a three-year term. Following his term as advisor, he continued to serve as a member and Chair of IQC's board of directors.

During his academic career he published more than 60 research papers and undergraduate textbooks on thermodynamics. He authored a number of publications on Canadian innovation and prosperity, including *The Way Ahead: Meeting Canada's Productivity Challenge* and *Innovation in Canada: Why We Need More and What We Must Do to Get It*.

Brzustowski held honorary doctorates from institutions including Alberta, Concordia, école Polytechnique de Montréal, Guelph, McMaster, Ottawa, Royal Military College of Canada, Ryerson, and Waterloo.

“It was a consciously innovative environment ... The University was filled with people just out of graduate school who had ideas about how to make the University better for other graduate students, combined with senior academics who were dissatisfied with their previous universities and came to Waterloo determined to do things better. Professors were expected to develop new curricula and were free to make mistakes, and if we didn't, we were not really doing our job.”

THOMAS BRZUSTOWSKI
REFLECTING ON HIS TIME AT WATERLOO



He was an Officer of the Order of Canada and a fellow of the Canadian Academy of Engineering, the Engineering Institute of Canada and of the Royal Society of Canada. In 2006 he received the Ontario Professional Engineering Association's Gold Medal for making “significant and lasting contributions to research and development in Canadian engineering.” ♥

We remember

Retiree **LARRY MARKS**

passed away on October 2, 2019
Residence Facility Coordinator –
Housing and Residence
Started September 4, 1975

Retiree **PARK REILLY**

passed away on May 2, 2020
Professor – Chemical Engineering
Started July 1, 1967
Retired June 1, 1988
Survived by his spouse Helen Veva

MARJORIE KERSELL

passed away on May 15, 2020
Predeceased by her spouse,
retiree John

Retiree **JAMES MOIR**

passed away on May 30, 2020
Started October 31, 1993
Retired November 1, 1993

Retiree **DON HENDERSON**

passed away on June 15, 2020
Baker – Food Services – Village 1
Started October 17, 1988
Retired December 1, 2005
Survived by his spouse
Eve Henderson

Retiree **SALLY SHANTZ**

passed away on June 17, 2020
Bookstore
Started September 8, 1966
Retired June 1, 1996

Retiree **EDWARD WARE**

passed away on June 18, 2020
Started September 1, 1968
Retired March 1, 1996

Retiree **RALPH HAAS**

passed away on June 19, 2020
Professor – Civil and
Environmental Engineering
Retired September 1, 1996

MARIAN KALMAR

passed away on June 30, 2020
Food Service Assistant –
Food Services
Started September 12, 2011
Survived by her spouse Alexander

Retiree **FRANCES WAECHTER**

passed away on June 30, 2020
Food Services Asst. Village 1
Started September 2, 1980
Retired Jan 1, 2004

Retiree **JOHN BEATTY**

passed away on July 2, 2020
Professor – School of
Computer Science
Started January 1, 1978
Retired September 1, 2010

Retiree **C. FRED BIRKMANN**

passed away on July 24, 2020
Engineering Machine Shop
Started April 1, 1965
Retired July 1, 1996

Retiree **KENNETH O'DRISCOLI**

passed away on August 5, 2020
Professor – Chemical Engineering
Started July 1, 1970
Retired September 1, 1992
Survived by spouse Patricia

Retiree **MURIEL SHEPHERD**

passed away on August 6, 2020
Assistant to the Associate
Dean of Arts
Former UWRA President
Started August 29, 1977
Retired June 1, 1994

Retiree **HELEN HIRSCH**

passed away on August 14, 2020
Textbook – Receiving
Manager, Bookstore
Started March 21, 1977
Retired August 1, 2000

Retiree **SYLVAN MARTIN** passed
away on August 15, 2020
Custodian, Conrad Grebel College
Started July 1, 1988
Retired March 1, 2004
Survived by spouse Vera

Retiree **DOUGLAS WENDELL**

passed away on August 20, 2020
Started May 13, 1974
Retired July 1, 1996

MICHAEL MULDER

passed away on August 25, 2020
Electrician – Plant Operations –
Mechanical
Started January 14, 2002
Survived by spouse Roberta

Retiree **PAUL KLASSEN**

passed away on September 9, 2020
Started August 31, 1995
Retired September 1, 1995
Survived by spouse Ruth

Retiree **GEORGE CROSS**

passed away on September 17, 2020
Professor – Department of
Pure Mathematics
Former Faculty
Association president
Started July 1, 1963
Retired May 1, 1992
Survived by spouse Shirley

Retiree **ARNOLD AGES**

passed away on October 9, 2020
Professor – French Studies
Started September 1, 1963
Retired September 1, 2003
Survived by his spouse Rose Ages

Retiree **EVELYN MCINTOSH**

passed away On October 9, 2020
Started November 11, 1978
Retired April 1, 1996

Retiree **MEG EDELMAN**

passed away on October 10, 2020
Admissions/Records
Assistant – Registrar
Started July 1, 1999
Retired June 1, 2015
Survived by spouse Wayne Griffin

Remembering those we've lost



Alan Plumtree, Distinguished Professor Emeritus

(EXCERPT FROM
WATERLOO STORIES)

Alan Plumtree, who helped put the University of Waterloo on the map as an inventor of a pump that provides clean drinking water to developing countries, died suddenly on November 5.

Plumtree, a Waterloo mechanical engineering professor, and Alfred Rudin, a Waterloo chemistry professor, created the hand-operated pump in the late 1970s after being approached by the International Development Research Centre.

The Waterloo Pump design is still in use in countries around the world, delivering clean, safe water on demand. In 1995, it was the subject of a Canada Heritage Minute.

Born in Lincolnshire, England in 1936, Plumtree received a BSc and doctorate in metallurgy at the University of Nottingham in the 1960s.

In 1965, he joined the mechanical engineering department at the University of Waterloo. He served in many capacities at the University including as associate dean for graduate studies, and a member of the Board of Governors.

His achievements were recognized with a Doctor of Science degree from the University of Nottingham and the title of Distinguished Professor Emeritus of mechanical and mechatronics engineering by the University of Waterloo.

The Alan Plumtree graduate scholarship in mechanical and mechatronics engineering was established by Waterloo's mechanical and mechatronics engineering department with a donation from Plumtree.

Plumtree and his wife enjoyed travelling throughout the world during their 61-year marriage.

Kenneth O'Driscoll, Distinguished Professor Emeritus

(EXCERPTS FROM OBITUARY)



Kenneth Francis O'Driscoll passed away peacefully on Tuesday, August 4, 2020 at St. Mary's Hospital in Kitchener, Ontario. Ken is survived by his wife, Patricia Mary Burns O'Driscoll.

He is the father of five children (three surviving), grandfather of eleven wonderful young adults, and great-grandfather of ten precious children.

He received advanced degrees at Pratt Institute (BChE 1952) and Princeton University (MA 1957, PhD 1958). Ken pursued an outstanding career in Chemical Engineering, serving as professor at Villanova University (1958-66), SUNY Buffalo (1966-70), and the University of Waterloo (1970-92), where he was both Professor and Department Chair.

He took great pride and delight in working with his students, graduate students, and postdoctoral fellows, and often remarked on the thrill of collaborating with these brilliant and driven young scientists. He published more than 200 research papers on polymerization, polymer reactor engineering, hydrophilic gels, and bound polymer catalysts, with ten patents in those areas. He was the developer of the Hydrophilic Contact Lens (or what are known as "soft contact lenses") in 1971 and Founding Director of the Institute for Polymer Research at the University of Waterloo. In 1996 Ken was named Distinguished Professor Emeritus, an honour that he greatly cherished.

Ken and Pat were married on June 26, 1954 in Wilkes-Barre, Pennsylvania, and went on to live a life rich in adventure, travel, and family. Ken loved music, literature, and art. The last eleven years of Ken's life were spent living with Pat at Luther Village on the Park, where together they enjoyed lasting friendships and family visits in retirement.

Ralph Haas, Distinguished Professor Emeritus

(EXCERPTS FROM
THE DAILY BULLETIN)



Distinguished Professor Emeritus Ralph Haas, a retired faculty member in Civil and Environmental Engineering, passed away on Friday, June 19. He was 87.

Haas was born in Alberta and obtained a BAsC and MASc from the University of Alberta before finishing his PhD at the University of Waterloo in 1968. Before completing his PhD Haas taught engineering at Carleton University.

Professor Haas pioneered the systems concept and development of engineering technology for managing networks of paved roads.

In 1978 he became president of Pavement Management Systems, a spinoff company based on his research activities (and those of his colleagues) at the University of Waterloo that used technology to monitor and analyze paved road and road infrastructure conditions. He published hundreds of research papers, journal articles and more than a dozen books.

His innovations led to many management and economic benefits for public transportation agencies in Canada and around the world.

Haas was named Distinguished Professor Emeritus in 1997. In 1999 he was invested as a Member of the Order of Canada. He also received the Construction Innovation Forum's Nova Award in 1999. In 2001 he was elected to the Royal Society of Canada.

The University of Waterloo's Faculty of Engineering named a room in Engineering 3 the Ralph Haas Infrastructure and Sensing Analysis Laboratory in recognition of his influential research and teaching.

Not content to pound the pavement merely for research purposes, Haas was passionate about long distance running, completing many 10K, marathon, and ultra marathon races in North America and abroad ranging from the Midnight Sun on Baffin Island to Comrades in South Africa.

Peter Ponzo, Professor Emeritus

(EXCERPTS FROM FACULTY OF
MATHEMATICS WEBSITE)



Peter Ponzo passed away peacefully on July 5, 2020 after a battle with bone cancer.

Peter became an Assistant Professor at the University of Waterloo in 1964. Peter was known for his ability to make calculus so simple and logical. "His lectures were something to behold," said Ron Dunkley, once Associate Dean of the Faculty of Mathematics. "He was a fabulous teacher with a beautiful way of expressing calculus."

When Mathematics became a Faculty in 1968, Peter was named chair of the Department of Applied Mathematics. He later became the Associate Dean of the Faculty of Mathematics. He retired after 30 years of teaching with the distinction of Professor Emeritus.

Peter authored a book to celebrate the first 25 years of computer science at the University of Waterloo. He also authored a book about the origins of math contests in 1995. Today, the Centre for Education in Mathematics and Computing (CEMC) runs the contests and holds outreach programs through the year, but back then Peter was heavily involved in running the contests and taught calculus to high school students attending the Summer Seminars at Dunkley's request.

Following his retirement, Peter wrote novels, educational pieces about calculus and losing money in the stock market, and a blog, in addition to camping, cruising and spending time with his children and grandchildren. The Globe & Mail published a piece about Peter's tests of investing formulas and strategies as he managed his own retirement savings. He took his learning and created a large number of tutorials known as gummy-stuff.

CONTINUED →

George Hill

(EXCERPTS FROM
THE DAILY BULLETIN)



Waterloo retiree George Hill died on Thursday, September 3 at the age of 92. Born in 1927 in Nairn, a small seaside town in the north east of Scotland, George was the youngest of seven children. After his education in Nairn at Millbank Public School and Nairn Academy, George followed his brothers into the British Army where he served in Germany, Malaya and the Middle East. George ended his military career in British Military Intelligence in 1954 after serving in the Middle East during the Suez crisis.

George emigrated to Canada where he worked for eight years at the Woodbine Racetrack in Toronto, followed by 23 years at the University of Waterloo where he worked with Wes Graham and a team of accomplished academics to build the Computer Science department (now the David R. Cheriton School of Computer Science) to international acclaim.

George retired from the University of Waterloo in 1991, but maintained many deep friendships from his time there. George was known by friends and colleagues equally for his dependability, and his wicked sense of humour. He loved most sport with a particular passion for horses, golf, and sailing. George is survived by his beloved wife of 63 years, Joan (Maygers), his sons Duncan and James, and his grandchildren.

George Cross, Professor Emeritus

(EXCERPTS FROM FACULTY
OF MATHEMATICS WEBSITE)



We're sad to announce the passing of George Elliot Cross on Thursday, September 17. Born and raised in Nova Scotia, George attended Dalhousie University to complete both his bachelor's and master's degrees. Following his graduation, he headed west and taught undergraduate math at Victoria College and the University of British Columbia where he completed his doctorate in 1958.

Upon graduation, George moved again to Southwestern Ontario where he joined the Department of Mathematics and Statistics at the University of Waterloo. In the very early years of Waterloo, 1963, George moved again to join the Department of Pure Mathematics. He stayed at Waterloo until his retirement in 1992 and held several positions including department chair, dean of graduate studies and president of the Faculty Association (FAUW).

More details about George's life can be found in his obituary online.

Muriel Shepherd (nee Lamond)

Muriel passed away at home in Kitchener, Ontario in the comforting



presence of her children on August 6, 2020, at the age of 91.

While working in the City of Hamilton Engineering Department, she met the love of her life, Bob, and they married in 1957.

In 1978, Muriel rejoined the workforce and began a new career at the University of Waterloo where she worked until her retirement in 1994. The majority of her time at the University was in the role of assistant to the associate dean of arts in the special programmes office where she thrived from daily interaction with the students in the Applied Studies Programme. All of her students over the years developed a great affection for Muriel due to the kindness and help she gave to each of them. She provided a true human connection on campus to the students.

In recognition of her significant contributions to the University, a scholarship was created in her name on her retirement. Following retirement, she continued her association with the University through the UWRA where she served on the Board of Directors and as President.

Muriel had a warmth that endeared her to everyone she met, always showing a genuine interest in other people. She had a vast knowledge of world and current events, and was an avid reader of books of all genres. Most of all she will be remembered for her love and devotion to the happiness and wellbeing of her family who loved her dearly. ♥

RETIREMENTS

New retirees

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

NAME	POSITION	DEPARTMENT	HIRE	RETIRE
Elena Zamfir	Custodian – General Services Complex	Plan Operations – CUPE	16-Oct-95	1-Jun-20
Bonnie Bender-Vargas	Communication Officer	Registrar – Undergraduate Recruitment	18-Feb-80	1-Jun-20
Stefan Rehm	Continuing Lecturer	Renison University College	8-Apr-98	1-May-20
Michael Dreisinger	Driver – Freight and Mail Delivery	Central Stores	1-Jan-14	1-Jun-20
Annie Noori	Client Support Representative	Centre for Career Action	22-Feb-06	1-Jul-20
Judith Brown	Senior Contracts Manager	University Research	21-Apr-80	1-Jul-20
Bryon Hergott	Buiding Serviceperson I-Carpenter	Plant Operations – General Services Complex	13-Nov-06	1-Jul-20
Janet Waite	Botany Technician	Science – Biology – Technicians Biology 1	1-Jan-80	1-Jul-20
A.Richard Heemskerk	Lab Manager, Environmental Isotope Lab	Earth and Environmental Sciences	1-Jun-82	1-Jul-20
Lowell Ewert	Professor	Conrad Grebel University College	15-Aug-97	1-Jul-20
Judith Sherwood	Instruc Digital Media Dvlper	Centre for Extended Learning (CEL)	5-Apr-99	1-Jul-20
Shahrzad Esmaeili	Professor	Mechanical and Mechatronics Engineering	1-Jul-04	1-Jul-20
Laurinda Sousa	Custodian II	Plant Operations – General Services Complex	9-Apr-01	1-Jul-20
Tom Graham	Supervisor, Custodial	Plant Operations – General Services Complex	10-Nov-03	1-Jul-20
Patricia O'Brien	Professor	School of Accounting and Finance	1-Jul-00	1-Jul-20
John Costa	Facility Assistant	Athletics and Recreation Services	2-Jul-74	1-Jul-20
Lynette Eulette	Clinical Adjunct Lecturer	Psychology	1-Jul-09	1-Jul-20
Johanna Mohring	Food Service Assitant	Student Life Centre	5-Sep-06	1-Jan-20
Alcina Melo	Custodian II	Plant Operations	10-Oct-06	1-Aug-20
Sharon McKay-Todd	Associate Director, Planned Giving	Advancement Strategy	5-Aug-02	1-Aug-20
Darlene McGeer	Undergraduate Advisor/ Field Trip Coordinator	Environment – Department of Knowledge Integration	18-Aug-08	1-Aug-20
Ronaldo Garcia	Information Technology Specialist	Cheriton School of Computer Science	24-Oct-07	1-Aug-20
Edward Stratton	Arborist/Horticulturist	Plant Operations	7-Jan-02	1-Aug-20
Karen Flanagan	Student Service Specialist	Office of the Registrar	4-May-92	1-Aug-20
Martha Fauteux	Director of Campus Ministry	St Jeromes University	1-May-09	1-Aug-20
Jarmila Michale	Residence Attendant	Housing and Residences	14-Feb-94	1-Aug-20
Adelaide Pacheco	Custodian II	Plant Operations	5-Jul-10	1-Aug-20
Eric Breugst	Manager, Academic Advising	Arts Dean's Office	1-Sep-90	1-Sep-20
Sharon Secord	Head of Wardrobe & Costume Design	Communication Arts	20-Aug-12	1-Sep-20

CONTINUED →

NAME	POSITION	DEPARTMENT	HIRE	RETIRE
John Garcia	Professor of Practice	AHS – School of Public Health and Health Systems	1-Sep-08	1-Sep-20
Idalina Costa	Custodian I	Plant Operations	18-Oct-10	1-Sep-20
Sylvia Hannigan	Administrative Manager	Communication Arts	30-Sep-85	1-Sep-20
John Galbraith	Secondary School Resource Teacher	Centre for Education in Math and Computing (CEMC)	23-Aug-10	1-Sep-20
Wendy Rush	Administrative Co-ordinator	Cheriton School of Computer Science	17-Aug-81	1-Sep-20
Steven Furino	Lecturer	Centre for Education in Math and Computing	1-Jan-86	1-Sep-20
Nancy Yoworski	Financial Mng/Systems Admin.	School of Optometry and Vision Science	28-Aug-83	1-Sep-20
Vincent Greenaway	Residence Attendant	Housing and Residences	9-Apr-90	1-Sep-20
Zlatko Stankovic	Custodian I	Plant Operations	3-Jun-02	1-Sep-20
Daryaneh Lane	Lecturer	Renison University College	1-Sep-18	1-Sep-20
Monica Lynch	Communications Design Spec	University Relations	15-Jul-85	1-Sep-20
Tamara Smits	Counsellor	Renison University College	5-Sep-05	1-Sep-20
Cheryl Suitor	Graduate Systems Assistant	GSPA – AVP Graduate Studies and Postdoctoral Affairs	1-Oct-08	1-Sep-20
Joseph Guillemette	Associate Professor	Chemistry	1-Jul-95	1-Sep-20
Linda Warley	Associate Professor	English Language and Literature	1-Sep-95	1-Sep-20
Barry Warner	Professor	Earth and Environmental Sciences	1-Jun-85	1-Sep-20
Wendy Fleming	Administrative Officer	Management Sciences	17-Jul-89	1-Oct-20
Linda Davis	Career Advisor	CEE – Centre for Career Action	12-Sep-85	1-Oct-20
Scott Calder	Senior Facility Assistant	Athletics and Recreation Services	29-Oct-80	1-Oct-20
Christine Roth	Information Technology Spec.	Mathematics Dean's Office	25-Apr-88	1-Oct-20
Alaine Norlock	Financial Assistant II	Campus Wellness	6-Jul-09	1-Oct-20
Daniel Stashuk	Professor	Systems Design Engineering	1-Jul-88	1-Oct-20
Mary Jane Falk	Food Services Assistant – RR	Food Services	11-Sep-06	1-Oct-20
Verna Keller	Program Coordinator, Faculty Programs	Centre for Teaching Excellence	10-Apr-78	1-Oct-20

BOARD OF DIRECTORS

2020-2021

Email: UWRA@uwaterloo.ca

retirees.uwaterloo.ca

President

LYNN JUDGE (2015)
ljudge@uwaterloo.ca

Vice-President

JIM FRANK (2017)
frank@uwaterloo.ca

Past President

SUE FRASER (2012)
fraser@uwaterloo.ca

Treasurer

DAVID MATTHEWS (2018)
dematthews@uwaterloo.ca

Membership Co-ordinator

JIM MARSHALL (2016)
jim.marshall@uwaterloo.ca

Secretary

PAM VAN ALLEN (2015)
pam.vanallen@uwaterloo.ca

External Events

PEGGY DAY (2019)
peggy.day@uwaterloo.ca

WATimes Editor-in-Chief

ALAN GEORGE (2015)
alan.george@uwaterloo.ca

Pensions and Benefits Rep

MARY THOMPSON (2016)
methompson@uwaterloo.ca

Social Events Co-Chair
(Luncheon)

PAUL EAGLES (2016)
eagles@uwaterloo.ca

Social Events Co-Chair
(Fall Reception & AGM)

JAMES ASHWORTH (2019)
jamesashworth2001@rogers.com

UWRA Website

retirees.uwaterloo.ca
IAN FRASER (2018)
igfraser@uwaterloo.ca

Keystone Fund
Representative and
Scholarship Program

JIM FRANK (2017)
frank@uwaterloo.ca

Member-at-Large

BOB HICKS (2018)
bob.hicks@uwaterloo.ca

Member-at-Large

RON CHAMPION (2018)
ron.champion@uwaterloo.ca

Member-at-Large

STEWART FORREST (2019)
s2forrest@uwaterloo.ca

University Liaison

BRANDON SWEET
bbsweet@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)

PODCAST



EVERY
FRIDAY

BEYOND THE BULLETIN PODCAST

A weekly podcast with hosts Pamela Smyth and Brandon Sweet highlighting news, events and commentary from the Daily Bulletin. The podcast also features a brief look ahead as well as an interview on a subject of interest to the University community.

uwaterloo.ca/daily-bulletin/podcast 🎧

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) 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 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

take note!

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).

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.

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. Memberships can also be paid by e-transfer as described on the webpage uwaterloo.ca/retirees-association/membership. If you have any questions, please email Jim Marshall, 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