

WATtimes

SPRING/SUMMER 2023

VOLUME 28 | NUMBER 1

PUBLISHED BY THE RETIREES ASSOCIATION AND THE UNIVERSITY OF WATERLOO



SEE PAGE 4 **Join the tree revolution with Reep**

SEE PAGE 6 **Experiencing growth in retirement**

SEE PAGE 7 **4Repair is looking 4U**

SEE PAGE 9 **Introducing pickleball**

SEE PAGE 10 **Getting the most out of your uwaterloo email address**



UNIVERSITY OF
WATERLOO

WATtimes

INSIDE THIS ISSUE

Message from the co-editors 1

UW President’s message 2

UWRA President’s message 3

Join the tree revolution:
make a difference today 4

Growth in retirement 6

4Repair is looking for you 7

Pickleball, anyone? 8

Introducing pickleball..... 9

Getting the most out of your
@uwaterloo email address 10

Pensions and benefits 12

Introducing Gordon Chatsworth 15

Sudoku 16

Waterloo word search 17

Etc. 18

In memoriam 22

Retirements 27

Board of Directors 29

Join us 30

ISSUE EDITORS:
Ron Champion and Bob Hicks

ASSISTANT EDITOR:
Judi Jewinski

LAYOUT AND PRODUCTION:
University Relations



**UPCOMING
EVENTS!**

Upcoming UWRA Events

FOR DETAILED INFORMATION
AND TO REGISTER, VISIT
THE EVENTS PAGE ON
THE UWRA WEBSITE AT:

uwaterloo.ca/retirees-association/events

FROM THE CO-EDITORS

Thoughts from the co-editors

If this issue of WATtimes has a theme, it's growth

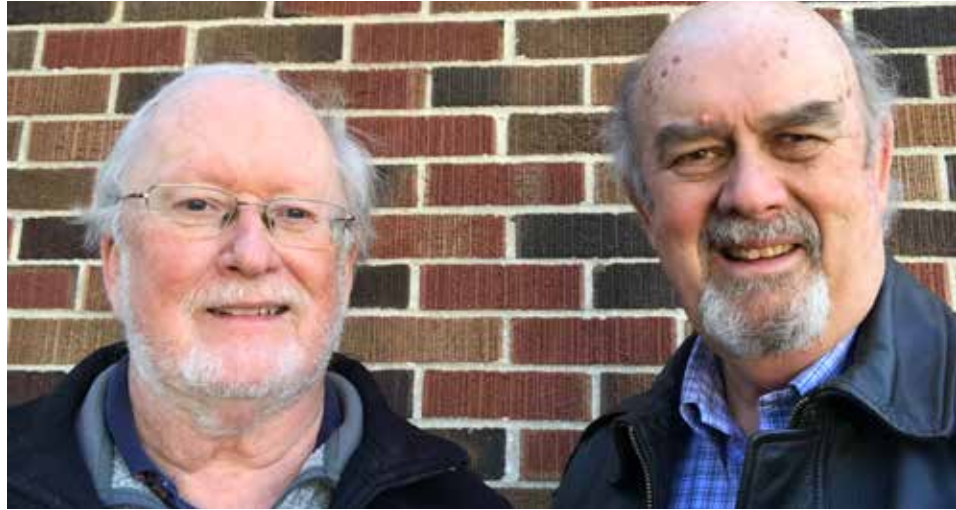
Reep Green Solutions has a simple message: grow a tree. Trees contribute not only to our physical and mental health but also to that of our communities. Long-time University employees may remember that Reep's roots are in the Faculty of Environment.

This issue also includes two short articles on pickleball, which continues to grow in popularity, especially among seniors – or maybe we think that because of the age group we typically associate with.

BOB HICKS AND RON CHAMPION

ron.champion@uwaterloo.ca

bob.hicks@uwaterloo.ca



Growing tired of the growth thing? We'll stop so you can enjoy WATtimes's other offerings:

- › Messages from the University President and UWRA President
- › Information and advice about @uwaterloo email addresses
- › Volunteer opportunities with 4Repair
- › An update on your pension and benefits
- › Fun – with Sudoku and Waterloo Word Search puzzles
- › A new section called Etc., for those items we had to squeeze in

YOU'LL SEE MENTION OF *THRIVING IN RETIREMENT*, A THREE-DAY CONFERENCE COMING TO WATERLOO MAY 22-24 2024. THE UWRA WILL HOST THE NATIONAL CONFERENCE OF COLLEGE AND UNIVERSITY RETIREE ASSOCIATIONS OF CANADA (CURAC), OF WHICH THE UWRA IS A MEMBER. **MAY 22-24, 2024: MARK YOUR CALENDAR, AND STAY TUNED FOR MORE DETAILS!**

Be in the know:

Confirm your email address by sending a message to uwra@uwaterloo.ca

We have to say, because it's true, that WATtimes wouldn't be were it not for the generous and professional support of Brandon Sweet and Kathy Smidt of University Communications, the talented people in Creative Studio (formerly Creative Services), and the University's commitment to the UWRA and its retirees. We're also grateful to Judi Jewinski for her assistance with this issue of WATtimes. And thanks to Judi and Rose Vogt for their puzzles! Thank you, all.

We like to hear from readers. Tell us what you liked in this issue of WATtimes. Tell us what you'd like to see in future issues. Tell us that you'd like to contribute an article!

P.S. from Ron: This is Bob's last WATtimes. He's moving on after devoting five years as a UWRA board member and, more recently, as WATtimes co-editor. I'll miss our collaboration and, especially, our strategy sessions at the Village Biergarten. Thanks, Bob! ♥

President's message

BY VIVEK GOEL



Dear Retirees,

Since the founding of the University of Waterloo, growth has been a consistent theme. From 74 students on one campus in 1957, we now have more than 40,000 full- and part-time students on multiple campuses. Despite that growth, I am proud to say that we haven't lost the sense of community or the important connections that come with it.

At the University of Waterloo, we embrace growth and change but take the time to consider issues such as sustainability and the impact of change on our people and the institution. Over the past year, we undertook an exciting long-term vision exercise called Waterloo at 100. Through consultations with thousands of Waterloo stakeholders, including many members of the Retirees Association, we developed a vision for what we aspire to become by our 100th anniversary in 2057.

We are proud to be an active member of our surrounding community and to play a role in catalyzing and sustaining this region's growth into the globally recognized innovation hub it is today. Our campuses are places where we can apply our innovations and knowledge to help improve the lives of those within these spaces and our surrounding community.

I hope to see you on campus, in the community, or on the pickleball court soon. ♥

Warm regards,

A handwritten signature in black ink that reads "Vivek Goel". The signature is written in a cursive, flowing style.

VIVEK GOEL, President and Vice-Chancellor

A message from the UWRA President



BY LYNN JUDGE

Greetings to all retirees and congratulations to new retirees!

Over the past few months, the UWRA has resumed in-person events with guest speakers. A well-attended Holiday Reception was held on December 7. Dr. Goel, University president and vice-chancellor, addressed the attendees, bringing greetings to retirees and acknowledgement of the UWRA.

We were very happy to host the UWRA Spring Luncheon on April 24 featuring guest speaker Dr. Ken Shonk. His talk was entitled *Jest for the Health of It*.

The UWRA also hosted a seminar on *Fraud: Prevention & Awareness for Seniors* on April 27 with speaker Nizar Kubursi, Wealth Advisor at CIBC Wood Gundy.

Later this year, we are planning a UWRA reception to honour new retirees.

We are very excited to announce that a major event in the planning stages for **May 2024** is UWRA's hosting of the national conference for College and University Retiree Associations of Canada (CURAC), to be held May 22-24. The conference will be co-chaired by Ron Champion and Jim Frank, and the conference theme is *Thriving in Retirement*. The University of Waterloo is confirmed as the Platinum Sponsor of the conference. Watch for more information in the coming months.

To stay informed, make sure the UWRA has your email address. Drop a note to uwra@uwaterloo.ca

Three new members-at-large were welcomed to the UWRA Board of Directors over the last few months: Sharon Lamont, Judi Jewinski, and Howard Armitage. We appreciate their enthusiasm for volunteering with our association.

As outgoing UWRA president, I would like to express my gratitude to all Board members for their service to retirees over the past year. Past-president Sue Fraser has continued to work on our events and collaborations with the University of Waterloo Staff Association. Jim Frank, vice-president and incoming president, has been very supportive, assisting with the planning of the December Holiday reception, and working with Ron Champion on conference planning for 2024. Jim Ashworth and Paul Eagles' work on the December Holiday reception and the spring luncheon was much appreciated. Both events were well attended!

Other Board members making significant contributions to the association and retirees include David Taylor, representative on the UW Pension & Benefits Committee; David Matthews, Treasurer; Christine Wagner, Membership Coordinator; Joe Allen, Executive Secretary; Rose Vogt, UWRA Bursary and Scholarship Fund/UW Faculty, Staff and Retiree Giving Program representative; Ian Fraser, Website Manager; and members-at-large Stewart Forrest, Trevor Groves, and Peggy Day.

Many thanks and compliments to our WATtimes co-editors Bob Hicks and Ron Champion. I'm sure that you agree that this UWRA/UW publication keeps us in tune with the University and community with articles often written by our editors and focusing on our retirees' interests, accomplishments, and opportunities for volunteering.

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

LYNN JUDGE, President
University of Waterloo Retirees Association

Join the tree revolution: make a difference today

BY OLIVIA FORBES, REEP GREEN SOLUTIONS



More people than ever are looking to live a healthy and active lifestyle.

One way to do this is by spending time outdoors. Research indicates that spending time in nature, surrounded by trees, can alleviate stress, uplift mood, and bolster our immune systems.

Trees play an essential role in our environment and provide numerous benefits, including improving air quality, controlling the climate, and providing habitats for wildlife. Beyond their environmental advantages, trees also promote our physical and mental health.

Unfortunately, the urban forest in the Kitchener/Waterloo area is under duress due to various pressures such as development, disease, and pests. One of the most significant challenges that trees face in urban environments is poor soil health. Common landscape practices often lead to soil compaction, which can make it difficult for trees to grow and thrive. The poor health of our trees negatively affects our health and the environment's. At a community level, the benefits trees provide in improving air and water quality and reducing flood risk are similarly interdependent with the health of our urban forests.

Reep Green Solutions is taking a multi-pronged approach to improve the health of our urban forests through its Backyard Tree Planting Program and

the Tree Trust initiative. These programs support homeowners and others in both the planting and stewardship of trees in their yards and in the community at large.

The Backyard Tree Planting Program is an excellent option for homeowners who want to plant trees but don't know where to start. Thanks to funding partners, participants can enjoy a reduced price range of \$150 to \$220 per tree in the cities of Kitchener, Waterloo, Cambridge and Guelph. (Editor's note: Residents of Woolwich Township can obtain free trees through the Trees for Woolwich program.) The first step is to book an in-person consultation with an arborist to make sure you are planting a tree that will thrive in the soil and light conditions in your yard. The trees offered through this program are native species well suited for planting in the Kitchener/Waterloo area, and they require less maintenance than exotic species do.

A full planting service is also included, along with a long-term care guide and other ongoing resources. Homeowners play an essential role in caring for their new trees, particularly in the first two years after planting. That's why it is important to water and otherwise nurture the tree during this critical period. Routine follow-ups give homeowners additional tips and strategies for maintaining their trees' health and longevity.



But what about the soil in which the trees are planted? As ISA Certified Arborist Chris Morrison explains, “Healthy soil is a crucial factor in promoting healthy tree growth.” Morrison recommends a simple regimen for regenerating soil health, including adding small amounts of compost, cutting grass long, and avoiding synthetic fertilizers. By following these tips, homeowners can guarantee that their trees have a healthy start and thrive for many years.

If you are unable to plant a tree in your yard or live in Ontario beyond Waterloo Region, you can still support the conservation of trees in your community through the Tree Trust initiative. This program works to extend the life of legacy trees in communities across Southern Ontario. Certified arborists collaborate with Tree Trust to maintain the trees, and Reep Green Solutions serves as the community partner for Waterloo Region. Anyone can support this program by donating funds to care for legacy trees or nominating trees that meet specific criteria for ecological, cultural, and historical significance. This program is an excellent way to get involved in the conservation of trees and to make a difference in your community.

In conclusion, planting trees in our backyards and communities is an excellent way to maintain a healthy and active lifestyle as we age. Trees provide numerous benefits for the environment, our health, and our well-being, and initiatives like the Backyard Tree Planting Program and the Tree Trust initiative make

it easy for homeowners to get involved. By supporting these programs and caring for our trees, we can make a difference in our communities and ensure a healthy environment for generations to come.

If you’re interested in enrolling in the Backyard Tree Planting Program or supporting the Tree Trust initiative, visit <https://reepgreen.ca/trees/> and <https://reepgreen.ca/tree-trust/>, respectively. And if you’re keen on keeping up with Reep Green Solutions’ program updates, news, and events, make sure to subscribe to their sustainable living newsletter by heading over to <https://reepgreen.ca>. ♡

Olivia Forbes is interim Communications Manager for Reep Green Solutions. With offices in Kitchener, Reep was created in 1999 as a university/community partnership project to promote healthier homes and sustainable communities. Professor Paul Parker of Waterloo’s Faculty of Environment co-founded Reep (along with Dan Scott and Ian Rowlands of UW) and devoted 23 years to the organization, including five years as Board Chair. In 2019, Green Communities Canada recognized Paul’s contributions with its Environmental Lifetime Achievement Award. Reep has conducted over 20,000 residential energy evaluations with associated actions resulting in carbon savings of over 27,000 t/yr.





Growth in retirement

BY GORDON CHATSWORTH

Retirement can be a time of growth and personal development. For many people, retirement marks the end of their professional careers and the beginning of a new phase of life. This can be a time to reflect on past accomplishments and to set new goals for the future.

One way to approach growth in retirement is to focus on personal growth and self-improvement. This might involve setting personal challenges or goals, such as learning a new skill or language, taking up a new hobby, or volunteering in the community. Many retirees find that they have more time to pursue their interests and passions, and this can be a rewarding way to stay engaged and fulfilled in retirement.

Another way to approach growth in retirement is to focus on social and community engagement. This might involve volunteering, joining social groups or organizations, or simply staying connected with friends and family. Social connections and a sense of purpose can be important for maintaining mental and physical health in retirement.

Financial growth is another consideration in retirement. For many people, this may involve finding ways to generate additional income or to grow their savings. This might involve working part-time, starting a small business, or investing in income-generating assets.

Overall, retirement can be a time of growth and personal development, with many opportunities to pursue new interests, connect with others, and plan for the future. It's important to approach retirement with an open mind and a willingness to try new things and take on new challenges. ♥

*Gordon Chatsworth is a
community contributor to WATtimes*

4Repair is looking 4U

Handy at fixing things? Have something that needs fixing? Interested in getting out to help others in the community? Consider 4Repair. The idea is simple: Fix things instead of throwing them away.

UW retiree Murray Zink is the man behind 4Repair, and his mission is to build a sustainable and repair culture on campus – and in the community.

On-campus repair sessions happen in E7 1401, where space, tools, and supplies enable volunteers to divert items from the landfill. A grad student volunteer tunes up sewing machines. Two staff volunteers repair clothing and a third fixes jewelry. A faculty member from Environment is good at fixing electronics. Volunteers are needed to help fix laptops, tablets, and phones. Likewise, someone is needed to repair furniture.

You can go to a repair session to help, or you can drop by if you have something that needs repair.

REPAIR SESSIONS WILL BE HELD JUNE 21 AND JULY 19,
4:30 TO 6:30 PM, ON CAMPUS IN E7 1401. TO SIGN UP
FOR FREE TICKETS VISIT [4RepairKW.EventBrite.ca](https://www.eventbrite.ca/e/4repair-kw)



The repair events are intended to be learning events, so people gain knowledge as they explore the possibility of repairing something rather than buying a replacement. Electronics damaged by water are seldom repairable, but mending an item of clothing is possible. At a recent 4RepairKW event, fifty items were repaired, and nine items were not.

If all you need to repair your special something are tools, work space, supplies, and maybe guidance, the 4Repair space in E7 1401 will be open every Tuesday, Wednesday, and Thursday in June from 3:00 to 5:00 pm. (Hours for July and August will be set later.) Murray will be on hand to offer advice, but you'll be doing the work. ♥



For more information about 4Repair, volunteer opportunities, and scheduled repair sessions on campus and in the community, visit @4RepairKW and @UWRepairHub on Instagram or contact Murray Zink at murray.zink@uwaterloo.ca.

Pickleball, anyone?



BY BOB HICKS

I have never played pickleball, but I have watched some games, and it looks like fun. Many of my friends love playing this increasingly popular sport.

Pickleball was invented in 1965 by three friends near Seattle Washington: Joel Pritchard, Bill Bell, and Barney McCallum. There are different accounts of how the name originated. The one I prefer is that it is named for Pritchard's dog Pickles, who would chase the ball and run with it.

One day, on the way out of the Waterloo Memorial Recreation Complex after playing hockey with other retirees, I stopped to watch a pickleball game in progress. It seemed like a combination of tennis and badminton, perhaps even table tennis. The equipment is simple: a paddle, a ball and a net, which is three feet high and stretches across the court. Other than the paddle and ball, all you need is a pair of running shoes to play as either singles or pairs.

Watch a game or two at a local venue to help you decide if pickleball is for you. You can even attend a “learn to play” clinic to learn basic rules and practise how to hold the racquet, how to keep score, and how to serve. You can find lots of pickleball videos online. One important thing to learn is pickleball etiquette, especially important for hockey players trying the game for the first time (avoid outbursts, don't throw your paddle, don't bodycheck). And I am told that new players need to learn about “the kitchen.” I gather that the kitchen rule exists to prevent players from standing at the net and smashing the ball.

Whether the game is played outdoors or indoors, pickleball players enjoy several benefits, including:

- › *Staying active*
- › *Helping to keep fit*
- › *Improving balance, reflexes, and hand-eye coordination. (Pickleball is not as hard on joints as are sports such as tennis.)*

Pickleball is a great social sport to play with friends and make new ones. While I was watching my first game, one of the players asked me if I would like to try. I politely declined as I needed to go home to recover from my hockey game!

Like any other sport, a game must be fun to make you want to play more. (All I need is one good shot!) Once you learn how to serve and return the ball, pickleball will be fun. It is probably best to have someone who has played pickleball help you understand the rules and learn how to play. There is no need to keep score the first few times. As with other sports, pickleball will be more fun if you play with people at your skill level. Pickleball tournaments cater to the more competitive.

Check <https://www.waterloo.ca/en/things-to-do/pickleball.aspx> to get an idea about cost and local leagues.

I hope to terrorize the pickleball courts someday, probably when I hang up my skates. ♥

Bob Hicks has retired again, this time from the UWRA Board, to spend more time playing hockey and pickleball and relaxing in Muskoka.

Introducing pickleball

BY GORDON CHATSWORTH

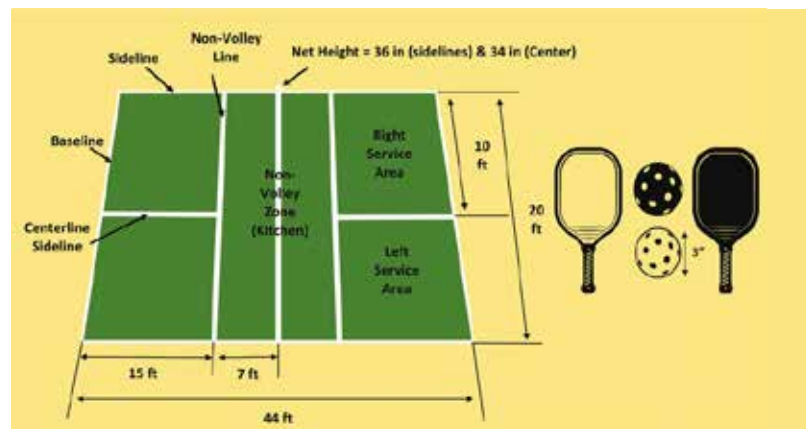
Pickleball is a racquet sport that combines elements of badminton, tennis, and table tennis. It is played on a court with a hard surface and can be played indoors or outdoors. The game is played with a paddle and a plastic ball with holes, and it is gaining popularity in communities around the world.

The rules of pickleball are similar to those of other racquet sports. The ball must be hit diagonally across the court, and players must allow the ball to bounce on their side of the court before returning it. The ball can be played off the walls, but it cannot be played off the ceiling. Points are scored when the ball is not returned, or when the ball is returned out of bounds.

There are several key differences between pickleball and other racquet sports. One of the most noticeable is the size of the court. Pickleball courts are smaller than tennis courts, and the net is lower. This makes it easier for players to reach the ball and allows for a faster-paced game.

Another difference is the size and shape of the paddle. Pickleball paddles are smaller and more curved than tennis racquets, and they are made of a variety of materials, including wood, composite, and graphite. The ball is also different, as it is made of plastic and has holes, which allow it to fly more slowly through the air and bounce differently than a tennis ball.

One of the reasons pickleball has become so popular is that it is relatively easy to learn and can be played by people of all ages and skill levels. It is also a low-impact sport, making it a good option for people who may not be able to play more strenuous sports. Pickleball is also a social game, and it is often played in groups, which can help build relationships and foster a sense of community.



In addition to its physical and social benefits, pickleball is also a relatively inexpensive sport. The equipment is relatively cheap, and courts can be set up in a variety of locations, including parks, schools, and community centres. This makes it accessible to people of all income levels.

Pickleball is also becoming more organized, with leagues and tournaments popping up in communities around the world. This has helped to increase the visibility of the sport and has attracted more people to try it out.

In conclusion, pickleball is a fun and accessible racquet sport that is enjoyed by people of all ages and skill levels. Its combination of fast-paced play and social interaction makes it a popular choice for players looking for an enjoyable and low-impact way to stay active. Its accessibility and low cost also make it a great option for people looking to get involved in a new sport. ♥

Gordon Chatsworth is a special contributor to WATimes – more on that later in the issue.

Getting the most out of your @uwaterloo.ca email address

BY TREVOR GROVE

The Memorandum of Agreement between the UWRA and the University provides for all retirees to have access to their @uwaterloo.ca email account. You can see the official statement regarding email (and other retiree privileges) online; start at the UWRA home page and click the links (About Retirees Association, University of Waterloo Resources).

Your @uwaterloo.ca email address

Your email address is the same one you had when you worked at Waterloo. For most people, that is something like `firstname.lastname@uwaterloo.ca`, called your friendly address. You also have an email address of `uwuserid@uwaterloo.ca`, where `uwuserid` (or sometimes `username`) is your WatIAM identity that you use to log in to most campus systems. Using your friendly address makes it easier for your friends and former colleagues to find you. You can use the Campus People Directory at <https://iamtools.uwaterloo.ca/directory>.

You can check the status of your email settings with the WatIAM management website at <https://idm.uwaterloo.ca/watiam>. Once you're logged in, click the "Manage Email Settings" button.



Note the following:

1. If you're not able to log in to the WatIAM site, contact IST at <https://uwaterloo.ca/information-systems-technology/help> for assistance.
2. The "Mail Routing Address," @connect.uwaterloo.ca, is standard.
3. The "Friendly Email Address" should already be set up. If it isn't, or if you want to modify or eliminate the friendly address, email the IST Help Desk at helpdesk@uwaterloo.ca.

If you are receiving a UW pension, your email address should be available, regardless of how long it's been since you used it. To confirm your email address, log in to the WatIAM management website. IST suggests logging in at least once a year to prevent your account from being locked. If you haven't used your @uwaterloo.ca email in a while and it seems locked, contact IST at <https://uwaterloo.ca/information-systems-technology/help> for assistance.

If you are not receiving a pension, and your WatIAM or email address doesn't seem to exist, contact the IST Helpdesk (<https://uwaterloo.ca/information-systems-technology/help>) for more information.

Accessing your @uwaterloo.ca email

Faculty and staff email is now hosted on Microsoft 365 email services. You can use the web-based Outlook client at <https://outlook.office365.com> or, equivalently, <http://outlook.uwaterloo.ca>, which redirects to the Microsoft website.

To set up mobile or desktop apps to use Microsoft 365 email, Google "Waterloo Microsoft 365 Mail Configuration Guides" for details.

Forwarding your @uwaterloo email to another email account

Setting up email forwarding involves creating a message-handling rule for Outlook 365.

1. Log in to Outlook 365 at <https://outlook.office365.com> or <http://outlook.uwaterloo.ca>.
2. Click the “settings” icon (the “gear wheel”) in the upper right.
3. Type “rules” in the “Search Outlook Setting” box. A list of choices will appear; click “Inbox rules.”
4. Click “Add new rule”:
 - a. Give the rule a name, e.g., “forward.”
 - b. In the “Add a condition” selector, scroll all the way to the bottom of the list and choose “Apply to all messages.”
 - c. In the “Add an action” selector, near the bottom of the list, choose “Forward to” and provide the email address to which email should be forwarded. Note that by default, Outlook 365 will attempt to look up the address in your address book: a “Search Directory” button will appear briefly and a list of matching addresses will appear. If the address you want appears, click it. Otherwise, the “Search Directory” button is replaced with a “Use this address ...” button; click the button to select the address you typed.

You may notice that there is also a “Redirect to” action available. The difference between forwarding and redirecting is in the “from” address when the message arrives at its destination. For a forwarding action, the “from” will appear to be your University email (and the subject line will have “FW” prepended). A redirecting action will make the message arrive at the destination as if it came directly from the sender – there will be no indication that the University email system was involved.
5. Click “Save” at the bottom of the page.

The “Rules” page will re-appear, with your new rule appearing at the top of the list. It will be enabled by default. You can manage the rule from this list (enable/disable, delete, change priority, etc.).

The procedure described here will leave a copy of the message in your Outlook 365 inbox. If you wish, you can add a second action to the rule to delete the message after it is forwarded or redirected.

Your email address and Workday

The University’s HR department relies on the email contact setting in the Workday system. You need to make sure that the setting there is correct so that HR can email you. To check the email setting in your Workday profile:

1. Go to <https://hr.uwaterloo.ca/> and choose “Self service” at the left).
2. Click the “Log in to Workday” button.
3. Click the “View All Apps” button.
4. Click “Personal Information.”
5. In the “View” box, click “Email Addresses.” A page will show your current email settings. If you want to change the setting, click “Edit.” There will be two entries for email. The first is the “Primary email”: this will usually be set to your @uwaterloo.ca address. You can edit this as required. If you wish, you can add one or more additional email addresses.
6. Be sure to click “Submit” to save any changes you have made.

Links in this article:

<https://iamtools.uwaterloo.ca/directory>

<https://idm.uwaterloo.ca/watiam>

<https://uwaterloo.ca/information-systems-technology/help>

helpdesk@uwaterloo.ca

<https://outlook.office365.com> or, equivalently, <http://outlook.uwaterloo.ca> 

Trevor Grove is a Member-at-Large on the UWRA Board.

Pension and benefits update

BY DAVID TAYLOR

The University has now completed the transition of benefits carriers for long-term disability (LTD), extended health, and dental. The LTD transition occurred on May 1 of last year, the others on January 1 of this year. It appears that the transition for LTD and dental has gone very smoothly. Of course, those have no direct impact on retirees. Unfortunately, the transition of extended-health coverage to Green Shield Canada (GSC) has not been as smooth. While most employees and retirees are not having difficulties, some are finding the reimbursement process to be more difficult, and some are no longer being reimbursed for medications that formerly were reimbursed. Some issues have been dealt with, but others are still under active discussion at P&B. If you have concerns, you should first contact GSC. If you do not receive a satisfactory response, you should then contact Human Resources at the University. They may be able to resolve the issue for you, and it is important that they have a full picture of problems being experienced by plan members.

We at the University of Waterloo are very fortunate to have a defined-benefit pension plan with inflation indexing for pensions. For pensions earned in 2013 and earlier, the indexing is to the rate

of inflation but for pensions earned in 2014 and later, the indexing is to 75 per cent of the rate of inflation. In both cases, however, indexing is guaranteed only up to 5 per cent inflation. Inflation for 2022 was 6.8 per cent, so for the first time in many years, an indexing decision was required – actually, two decisions: one for 2013 and before, one for 2014 and later. P&B decided to index all pensions at 5 per cent. For pensions earned in 2014 and later, 75 per cent of 6.8 per cent (the inflation in 2022) is 5.1 per cent, very nearly the full indexing allowed. In both cases, the University is obliged to “catch up” the missed amount of indexing when the pension plan allows. For pensions earned in 2013 and before, the “catch-up” is the more significant amount of 1.8 per cent.





One important task of P&B is to monitor the health of the pension plan. Since we expect the University to continue operating for many years, we evaluate the health of the pension plan by confirming that its assets are sufficient to fund the pensions of future retirees. As I described in my update last fall, economic turmoil in 2022 had a significant impact on the pension plan. Over 2022, the value of pension-plan assets decreased from \$2.4B to \$2.1B, although the year-end value was somewhat higher than the low point reached during the year. The funded ratio decreased from 103.3 per cent to 94.5 per cent. The higher funded ratio had not been seen in many years, and the 94.5 per cent funded ratio should not be viewed as a cause for major concern. It should

also be noted that the valuation assumes a full catch-up in indexing next year. That is not a guarantee; P&B will recommend appropriate action based on the information available then.

The solvency valuation is rather artificial, since its assumptions include an absence of inflation indexing, but is of practical significance because it determines the premium for the Ontario Pension Benefit Guarantee Fund (OPBGF). As of December 31, 2021, the solvency deficit was also eliminated for the first time in many years. The solvency valuation actually improved during 2022, with the funded ratio increasing from 100.8 per cent to 108.2 per cent. With the pension valuation continuing to show a surplus on a solvency basis, our OPBGF premium will continue to be quite modest.

In fact, these changes in valuation affect what the University is required to do only if the valuation is filed with regulators. We are not required to file this year, and P&B has not yet decided whether to file.

The selection and oversight of investment managers and the monitoring of investment performance is primarily the responsibility of the Pension Investment Committee (PIC). A new guiding document has been created, Funding Policy & Guidelines, for the pension plan. The motivation was not to make any changes, but rather to create a document specifying funding practices that Dennis Huber, now retired, had overseen.

P&B is considering coverage for in-vitro fertilization (IVF), with possible extension to cover surrogacy as well. Looking at other universities, we have good coverage for IVF, but none currently provides coverage for surrogacy. Recent legislative changes have made coverage for surrogacy much more feasible, but we need to wait to see how benefits carriers, such as GSC, adapt to the possibilities now available. ♥

David Taylor is a member of the UWRA Board of Directors and your representative on the University's Pension and Benefits Committee. You can contact David at david.taylor@uwaterloo.ca

Introducing Gordon Chatsworth

BY RON CHAMPION



If you noticed Gordon Chatsworth’s contributions to this issue of WATtimes – “Introducing Pickleball,” “Growth in Retirement,” and (later in this issue) “Five Important Practices for a Happy and Healthy Retirement” – the author’s name probably struck you as unfamiliar. For good reason: Gordon Chatsworth does not exist, at least not as a person.

Gordon Chatsworth is a pseudonym for Chat GPT, an artificial intelligence chatterbox (or chatbot) released in November 2022. OpenAI, the California company that developed Chat GPT, issued free accounts for the prototype version that allowed users to chat with the software, to give commands like “Tell me about the rules of pickleball” and “Give me about 300 words on the theme of growth in retirement.” Chat GPT’s knowledge – if that word can be used – comes from billions of pieces of information fed to the software.

The first two pieces appear in WATtimes exactly as Chat GPT provided them. WATtimes Assistant Editor Judi Jewinski couldn’t resist editing the pickleball piece, unaware of its AI author. Judi’s edits were stylistic, not errors in grammar or punctuation. She improved wordy phrases, addressed some needless repetition, and substituted some formal language for informal.



I also asked Chat GPT to give me a 12-line poem for my friend John who likes Scotch and was turning 65. I couldn't have done better, certainly not in the 1.5 seconds Chat GPT needed.

Impressive, you may agree, but many have expressed concerns. Teachers and professors can't know for sure who (or what) produced an essay or academic paper. Chat GPT can write and correct programming code, produce a working web page from a sketch on a napkin, answer questions, and provide information on a wide range of topics: impressive, yes, but consider the impact on programmers, counsellors, and call centre staff. Chat GPT "learns" from what it is "fed," so its diet influences its advice and information: a researcher detected a progressive leaning to Chat GPT's politics. (Chat GPT could expound on President Biden's accomplishments, but not Trump's.) And police must have been concerned when Chat GPT instructed how to build an explosive device from common household items.

Chat GPT-4, the newest OpenAI model, was released on March 14, 2023. The current version addresses many of the prototype's shortcomings and is available for paid subscription. As of early April, Chat GPT had more than 100 million subscribers.

You can count on meeting Chat GPT in the near future – if you haven't already. ♥

Sudoku

BY ROSE VOGT

How to play: Fill the grid with the numbers 1 to 9 so that every 3 x 3 square, every row, and every column contains all of the digits from 1 to 9. A number must not be repeated in any square, row, or column. Enjoy!

2			9	1		3	8	
					7		4	
		3	5		6	7		
1				2			5	
7	2			4		6		
		9			8	1		2
8		1			2			
5						2	9	3
	3		4	6			1	

A devoted Sudoku enthusiast, Rose Vogt is a member of the UWRA Board of Directors.

Waterloo word search

BY JUDI JEWINSKI

How many of these long-serving former UW people do you remember? Find them by last name in the grid backwards, forwards, horizontally, vertically, or diagonally.

When you are done, anagram the remaining unused letters to discover a Sheila who is synonymous with Safety! (Answer on p. 29.)

R	E	B	U	H	L	E	N	H	A	H
E	O	O	K	A	N	D	R	E	Y	A
K	R	B	U	E	E	G	R	A	F	R
Z	U	I	E	C	E	C	N	B	E	E
T	S	E	I	R	H	P	R	H	E	G
I	H	R	E	E	L	E	S	H	N	N
R	P	B	S	A	U	E	W	A	E	I
P	E	N	N	G	H	M	A	L	Y	Z
W	E	T	S	C	H	G	I	L	B	R
Y	Z	T	T	G	O	V	N	L	R	E
K	C	Y	D	A	Y	S	S	R	O	D
E	A	E	N	O	T	S	T	E	W	L
Y	R	L	E	G	A	N	O	A	N	A
Y	R	S	W	E	R	D	N	A	H	C

Andre, Robert (Pure Math)
Andrews, Susan (Arts)
Bobier, William (Optometry)
Breugst, Eric (Arts Dean)
Brown, Judith (Research)
Calder, Scott (Athletics)
Carr, Stephen (IST)
Chesher, Jo Ann (Financial Services)
Chan, Simon (Food Services)
Chesney, William (Communication Arts)
Costa, John (Athletics)
Day, Peggy (IST)
Dyck, Karen (Eng. Dean)
Feeney, Margaret (Stats)
Graf, Betty (LIB)
Hahn, Dennis (Mechanical)
Hall, Joanne (Administration)
Hare, Kathryn (Pure Math)
Huber, Dennis (Administration)
Key, Susan (Engineering)
Lam, Joan (CEE Coop)
Lantz, Brad (Housing)
Li, Yanling (IST)
Nagel, Carl (Library)
Ng, Flora (Chem Eng)
Oberle, Bonnie (Advancement)
Price, Jonathan (Geog)
Pritzker, Mark (Chem. Eng)
Rush, Wendy (Comp. Sci)
Speek, Peter (Police Services)
Swainston, Alfrieda (HR)
Vogt, Rose (Staff Assoc)
Weber, Connie (Advancement)
Wetstone, Wayne (Food Services)
Yan, May (Retail Services)
Zehr, Karen (Grad Studies)
Zinger, Bob (Buildings)

Judi Jewinski joined the UWRA board this year and will serve as WATimes co-editor.

ETC.





About the Retirees Association

Preparing for retirement

Check it out! Navigate to that page on the UWRA website for useful information as you prepare for (or are enjoying) retirement.

You'll find convenient links for useful information from the University of Waterloo, Government of Canada, local government, and various organizations on a wide range of topics, including

- › Preparing for retirement
- › Pensions and other incomes
- › Health and dental insurance
- › Estate planning
- › Retiree benefits
- › Housing
- › Wellness
- › Health care
- › Nutrition
- › Community supports
- › And more! ♥

Upcoming UWRA events

FOR DETAILED INFORMATION AND TO REGISTER, VISIT THE EVENTS PAGE ON THE UWRA WEBSITE AT:

<https://uwaterloo.ca/retirees-association/events>

Thriving in retirement

May 22-24, 2024

MARK YOUR CALENDAR!

The UWRA will host the national CURAC conference in May 2024.

The conference theme – Thriving in Retirement – will showcase University and regional expertise in retirement living across the spectrum of health, finance, safety, housing, services, recreation, and more!

Your University of Waterloo is the conference's Platinum Sponsor. The three-day conference will draw retirees from across Canada, retirees like you from the member associations of the College and University Retiree Associations of Canada (CURAC).

More information will be available this fall; registration will open in early spring 2024.



Important practices for a happy and healthy retirement

1. MAINTAIN A HEALTHY LIFESTYLE

This includes eating a balanced diet, staying physically active, and getting enough sleep.

2. STAY ENGAGED AND ACTIVE

Retirement can be a time to pursue hobbies and activities that you enjoy. It's important to stay mentally and socially active to maintain a sense of purpose and fulfillment.

3. PLAN FOR YOUR FINANCIAL FUTURE

Retirement can be an expensive time of life, so it's important to have a financial plan in place to ensure that you have the resources you need to live comfortably.

4. STAY CONNECTED WITH LOVED ONES

Maintaining strong relationships with family and friends is important for your overall well-being.

5. TAKE CARE OF YOUR MENTAL HEALTH

Retirement can be a stressful time, with the loss of a daily routine and a sense of purpose. ♥

Go Warriors

For the 2023-2024 season, athletics will offer a discount to supporting members of the UWRA.

The 2022-2023 season was one to remember with many outstanding individual and team performances. On an individual level, Hannah Blair and Immanuel Onyemah from track and field, along with Alex Boden and Lukas Wormald from men's swimming, all came away with national medals. On a team level, women's basketball, women's hockey, and women's volleyball combined for 54 wins and 15 losses while all reaching the OUA semifinals. Additionally, the Warriors won the Battle of Waterloo series against cross-town rivals Laurier for the third straight season with a 14-8 record in matches involving the Golden Hawks. ♥

TO FIND OUT MORE ABOUT THE WATERLOO WARRIORS AND DEPARTMENT OF ATHLETICS AND RECREATION, VISIT

www.gowarriorsgo.ca



Oral history project

Special Collections & Archives (SCA) at the University of Waterloo Library has launched an Oral History Hub on the Waterloo Digital Library, providing access to interview recordings, including transcripts that actively document Waterloo's history through the lived experiences of our staff, faculty, and students.

The first seven interviews are now available online, including one with retiree Judi Jewinski. The UWRA provided financial and other support to the project.

Search for "The University of Waterloo Oral History Hub Pilot." ♥

Passings



Ian Taylor

Ian Taylor, current Central Stores staff member and former colleague in Management Sciences and Athletics passed away suddenly in a tragic accident on Saturday, March 11.

Ian worked at the University of Waterloo for over 20 years. He spent 15 years in Athletics and 10 years in the Faculty of Engineering, before moving to a new role with Central Stores in September 2022.



Distinguished Professor Emeritus Josef Paldus

Distinguished Professor Emeritus Josef Paldus passed away peacefully on Sunday, January 15, 2023.

In 1968, after emigrating to Canada from Czechia (formerly Czechoslovakia), he became an Associate Professor in the Department of Applied Mathematics. Seven years later, he was promoted to Full Professor in both the Applied Mathematics and Chemistry Departments, and continued to help build a world-class department. In 1984, he joined the Quantum Theory Project and also served as an Adjunct Professor in the Department of Chemistry at the University of Florida, Gainesville. He was also the Associate Director of The Fields Institute for Research in Mathematical Sciences in Toronto, Ontario, Canada, from 1991 to 1994. Until his death, he continued to serve as a Distinguished Professor Emeritus in the Quantum Theory Group.

Prof. Paldus leaves behind a great body of work on coupled cluster theory, where he and Jirí Cížek adapted the many-body coupled cluster method to many-electron systems, thus making it a viable method in the study of the electronic correlation that occurs in atoms and molecules.



Mary Ellen Acorn

Retiree and longtime Office of Research staff member Mary Ellen Acorn passed away on February 13, 2023.

Acorn joined the University in February 1977 as Manager, Research Finance in the Office of Research. In November 2007,

her job title changed to Finance Manager.

Mary Ellen was Waterloo's Business Officer for the Tri-Agency, which is made up of three government granting agencies: the Canadian Institutes of Health Research (CIHR), the Natural Sciences and Engineering Research Council of Canada (NSERC), and the Social Sciences and Humanities Research Council (SSHRC). Over the years, many faculty and administrative staff were guided by her encyclopedic knowledge of tri-agency financial processes.

She retired in October 2016 after a 39-year career at Waterloo.



Michael Herz

Michael Herz, Laboratory Director, Mechanical and Mechatronics Engineering and past president of the University of Waterloo Staff Association (UWSA), passed away on Saturday, January 14, 2023.

"Michael had a long and impactful career at the University of Waterloo,

spanning over 28 years," his colleagues in the Faculty of Engineering wrote. "He was a diligent and dedicated lab director who was kind and welcoming to everyone he met. He forged many friendships on campus with his smile, warmth and caring heart."

In addition to his work in engineering, Herz was very dedicated to UWSA, serving as President Elect (2014), President (2015), Past President (2016), Board member (2017-2022) and Secretary (2021), member of the Staff Relations Committee, the Provost's Advisory Committee on Staff Compensation, UW Pension & Benefits Committee, the Policy 33 Review and Development Committee, and the UWSA Members' Advisory Committee.

In recent years, he was the driving force behind UWSA's efforts to bring a new UW-UWSA Memorandum of Agreement to life starting from writing the very first draft, to his tireless, multi-year efforts to see it approved by UWSA membership and the Board of Governors.



Dr. Michael Smyth

Renison University College announced that long-time faculty member and former Associate Dean, Dr. Michael Smyth, passed away on January 6, 2023.

Dr. Smyth joined Renison in 1975 as a professor of Psychology in the College's young Social Development Studies program. He quickly became a very popular lecturer, loved by students and colleagues alike. Michael was appointed Associate Dean in 1993, a position he would hold until his retirement in 2009.

"Michael was intensely proud of Renison and the Social Development Studies program," colleagues at Renison wrote in remembrance. "He was an excellent advocate for students, helping countless undergrads navigate the rules and regulations of higher education. Michael served on a variety of committees and working groups, including the Undergraduate Affairs Committee, forging a strong and lasting relationship with his colleagues at the University of Waterloo."



Paul Dirksen

Paul Dirksen, a pioneering computer scientist at the University of Waterloo, passed away on April 8, 2023. He was 83.

Paul was born in 1939 in Saskatoon, Saskatchewan to German Mennonite

immigrants, and grew up in Waterloo. He was one of the first students at the University of Waterloo, graduating with a B.Sc. in Applied Mathematics in 1963 and a M.Sc. in Computer Science in 1964. Paul's professors and mentors Ralph Stanton and Wes Graham encouraged him to pursue a career teaching computer science at Waterloo, leading to a decades-long career.

Paul was a vital part of UW computing history. He was one of the developers of the WATFOR and WATFIV compilers for the IBM 360 mainframe system in the late 1960s. While a previous team had developed an earlier WATFOR for the IBM 7040, the 360 became the foundation architecture for several generations of IBM mainframes.

Waterloo's WATFOR/WATFIV made the University internationally famous, with over 3,000 customers in 60 countries worldwide: mostly universities and large engineering or manufacturing firms. Along with Paul Cress and Wes Graham, Paul co-authored the FORTRAN-IV with WATFOR and WATFIV textbook, which was Prentice-Hall's best seller for many years.

Paul was recruited to the University of Manitoba and spent a few years there, but at Wes Graham's urging, he returned to Waterloo in 1972 to help run the Computer Centre – later named the Department of Computer Services (DCS) after Paul succeeded Wes as Director. DCS ran the iconic IBM 360/75 mainframe, housed in the "Red Room" that occupied most of the lower floor of the Math & Computer building.

During the 1970s, Paul received international recognition and prestige in computer science, including the ACM (Association for Computing Machinery) Grace Murray Hopper Award for young innovators. Despite his growing renown, he was always willing to collaborate on projects, provide leadership, and work closely with students.

Paul, Wes Graham, and Don Cowan started the Waterloo Foundation for the Advancement of Computing (WATFAC), which sponsored development of several software products to enable computing in education. Wes, Don, and Paul also collaborated to start a book publishing business, WATFAC Publications Limited. It published textbooks and manuals to enable the use of the many software tools for education developed by UW's Computer Systems Group (CSG), DCS, WATFAC, and later WATCOM. In addition to his UW duties, Paul managed the publishing company for many years as its president. After Wes Graham's death in 1999, the WATFAC board voted to wind up the foundation and contribute its assets as core funding of the Graham Trust at UW.

Dirksen retired from the University of Waterloo in 1996, and the Department of Computer Services became part of the new Information Systems & Technology (IST) department. The Red Room was decommissioned in June 1999, with Dirksen himself throwing the switch that turned off the last piece of functioning computer equipment.

A celebration of life was held on Saturday June 3, 2023, at 3:00 p.m. at the Dirksen family home.



Dr. Paul Karrow

The Department of Earth and Environmental Sciences mourned the passing of Dr. Paul Karrow on February 5, 2023 at the age of 93. Dr. Karrow was a founding member of Earth and Environmental Sciences

and served as the first Chair of the Department.

Karrow, a sedimentary geologist, was one of the “Grandfathers” of Quaternary Geology. He was widely known for his contribution to the field of geological sciences and was most recognized for mapping the Great Lakes area. He was a prolific writer and published more than 200 articles.



Distinguished Professor Emeritus Raymond L. Legge

Distinguished Professor Emeritus Raymond L. Legge, a former chemical engineering

professor and “an irreplaceable member of the Waterloo Engineering community,” passed away on April 15, 2023 at the age of 68.

“For over 35 years, Legge’s exemplary scholarship, teaching and service record has helped elevate the University of Waterloo’s reputation as one of the world’s pre-eminent engineering schools,” says a statement from the Faculty of Engineering. “Throughout his career at the University of Waterloo, Legge remained an active and involved professor who inspired the next generation of engineering leaders. His teaching excellence was recognized many times, including as a two-time recipient of the Sanford Fleming Foundation Faculty of Engineering Teaching Excellence Award and a three-time recipient of the Faculty of Engineering’s Distinguished Performance Award.”

Legge’s world-class research program at Waterloo is one of the first to be singularly focused on biotechnologies development. His pioneering contributions have advanced many applications of global import, from biosensors to environmental monitoring and remediation, to green bioprocesses and biological water treatment. His 370+ journal and conference publications in these areas have been cited more than 8,250 times.



Distinguished Professor Emeritus Roger Downer

Distinguished Professor Emeritus Roger Downer died on November 19, 2022.

Born in 1942 in Belfast, Ireland, Dr. Downer graduated from Queen’s

University, Belfast and received a PhD from the University of Western Ontario (now Western University) in 1970.

He started at the University of Waterloo in 1969 as a Lecturer in the Biology department, and was named Assistant Professor in 1970. In 1976, he was named Associate Professor and was promoted to Full Professor in 1981. His teaching focus was on animal physiology, with research focuses on insect physiology and biochemistry, neurochemistry, and insecticide discovery. He became widely known for his published work in the field of entomology.

Dr. Downer served as the chair of the Biology Department from 1986 to 1989, and as acting Dean of the Faculty of Science in 1989. In 1989 he was named Vice-President, University Development, the forerunner to the current Vice-President, Advancement and Vice-President, University Relations positions, focusing on institutional development and fundraising. He served as advisor to the Vice-President, Academic for the University’s research institutes, centres and groups and was a source of expertise in high-level research activity at the University.

Downer took early retirement from the University in 1996. In 1997 he was awarded the title Distinguished Professor Emeritus in recognition of his teaching, research and service to the University. In 1998, Downer was named President of the University of Limerick in Ireland. He served in that role until 2006.

Reported by **Human Resources**,
University of Waterloo, as of April 2023.

Remembering those we've lost



ANDREAS A ANDRIKOPOULOS

Passed away June 9, 2021
Hired July 1, 1974
Retired July 1, 1993

BARRY SCOTT

Passed away on May 3, 2023
Hired July 1, 1971
Retired July 1, 2012
Survived by spouse Lisa Collin

CARMAN R. MACHAN

Passed away on February 2, 2023
Hired November 24, 1969
Retired April 1, 2007
Survived by spouse Sandra

CATHERINE HARRISON

Passed away November 10, 2022
Hired September 2, 1975
Retired April 1, 1996

DORIS UNDERWOOD

Passed away November 10, 2022
Hired August 3, 1976
Retired September 1, 1990

EDWARD F. GOODWIN

Passed away on December 30, 2022
Hired July 31, 1967
Retired January 1, 2010

EDWARD M MOSKAL

Passed away on November 17, 2022
Hired September 1, 1966
Retired September 1, 1996
Survived by spouse Susan

ELIZABETH TRUSSLER

Passed away on January 29, 2023
Hired February 18, 1980
Retired December 1, 1988

EMIL FRIND

Passed away on December 25, 2022
Hired September 1, 1971
Retired September 1, 1998

EVA DICSI

Passed away October 9, 2022
Hired September 9, 1991
Retired April 1, 2016
Survived by spouse Stefan

FRIEDA KLASSEN

Passed away September 29, 2022
Hired March 1, 1966
Retired December 1, 1987
Survived by spouse Peter

GEORGETTE VEJVODA

Passed away April 15, 2022
Hired September 1, 1980
Retired July 1, 1996

GWEN HINCH

Passed away on January 6, 2023
Hired November 24, 1975
Retired March 1, 1994

INA MCMAHON

Passed away November 12, 2022
Hired April 24, 1995
Retired June 1, 2005

INGE BEAMISH

Passed away August 16, 2022
Hired August 6, 1985
Retired May 1, 1990

JIM TREMAIN

Passed away October 2, 2022
Hired January 2, 1990
Retired September 1, 2018

JOHN BAGIU

Passed away December 1, 2022
Hired January 2, 1990
Retired December 1, 1999

JOHN BROWN

Passed away October 30, 2022
Hired August 26, 1986
Retired August 1, 1994

We remember



JOHN SCHROEDER

Passed away on December 21, 2022
 Hired May 1, 1966
 Retired April 1, 1988

JOHN SLOAN

Passed away October 19, 2022
 Hired December 19, 1966
 Retired June 1, 1992

JOHN WHITON

Passed away on February 28, 2023
 Hired July 1, 1969
 Retired July 1, 1996
 Survived by spouse Helga

JOSEF OFFAK

Passed away December 11, 2022
 Hired January 25, 1993
 Retired September 1, 2005
 Survived by spouse Maria

JOSEF PALDUS

Passed away on January 15, 2023
 Hired December 1, 1968
 Retired September 1, 2001
 Survived by spouse Eva

KARA PUKLICZ

Passed away on January 10, 2023
 Hired on September 19, 2022

LEONARD ECKEL

Passed away January 25, 2023
 Hired July 1, 1981
 Retired July 1, 2001

MARIA PUIM

Passed away on March 28, 2023
 Hired October 1, 1969
 Retired October 1, 1991

MARY ELLEN

ELIZABETH ACORN
 Passed away on February 13, 2023
 Hired February 9, 1977
 Retired October 1, 2016
 Survived by spouse Edward

MICHAEL HERZ

Passed away on January 14, 2023
 Hired April 1, 1995
 Survived by spouse Helga

MICHAEL G. SMYTH

Passed away on January 6, 2023
 Hired July 1, 1975
 Retired January 1, 2009

MICHAEL SYNNOTT

Passed away November 18, 2022
 Spouse of retiree Mary Synnott

MIKE MEHTA

Passed away on December 31, 2022
 Hired January 1, 1990
 Retired January 1, 2015
 Survived by spouse Jayshree (Tina)

MARGARET WRANARICIC

Passed away November 8, 2022
 Hired January 5, 1976
 Retired April 1, 1997

PAUL DIRKSEN

Passed away on April 8, 2023
 Retired July 1, 1996
 Survived by spouse Sandra

PAUL F. KARROW

Passed away on February 5, 2023
 Hired September 1, 1963
 Retired September 1, 1999

RAYMOND LEGGE

Passed away on April 15, 2023
 Survived by spouse Troy

REDINA CASIS C CARACAZ

Passed away September 13, 2022
 Hired September 1, 1969
 Retired April 1, 2000

RICHARD E. PRESTON

Passed away on January 31, 2023
 Hired July 1, 1971
 Retired July 1, 1996
 Survived by spouse Janet

ROBERT ZINGER

Passed away October 17, 2022
 Hired August 10, 1981
 Retired July 1, 2013
 Survived by spouse Sandra

RONALD G. DUNKLEY

Passed away on February 19, 2023
 Hired August 1, 1967
 Retired July 1, 1996

ROSALIE SHERIDAN

Passed away on February 10, 2023
 Hired July 4, 1967
 Retired February 1, 1985
 Survived by spouse Michael

ROSEMARY A AMBROSE

Passed away October 9, 2022
 Hired October 12, 1976
 Retired January 23, 1992

VLADIMIR DREISEITL

Passed away on
 November 13, 2022
 Hired August 5, 1971
 Retired July 1, 1995

WILLIAM DAVID COLEMAN

Passed away on March 24, 2023
 Hired July 1, 2009
 Retired July 1, 2018
 Survived by spouse Suet Ha Loo

New retirees

Reported by **Human Resources**,
University of Waterloo, as of April 2023.

NAME	POSITION	DEPARTMENT	HIRE	RETIRE
Dragana Miskovic	Instructor and Advisor	Biology	4-June-92	1-Sep-22
Lorne Dawson	Regular Faculty	Religious Studies, Sociology and Legal Studies	1-Jul-92	1-Sep-22
Ron Koelewijn	Area Manager, Operations	Food Services	21-Aug-89	1-Sep-22
Gwenyth Graper	Assistant Registrar, Admission	Registrar's Office	23-Sep-85	1-Sep-22
Paul McKone	Senior Design Instructor	Department of Knowledge Integration	1-Oct-83	1-Sep-22
Brenda Avery	Housekeeper	Campus Housing	15-Aug-94	1-Sep-22
Lynda McCutcheon	Grants & Contracts Manager	Office of Research	7-Jan-91	1-Nov-22
Beverly Kuepfer	On-Campus Courier	Central Stores	20-Aug-90	1-Nov-22
Georgia Mulholland	Financial Officer	University Relations	18-Mar-22	1-Nov-22
Neil McManus	Senior Lab Instructor, Nanotechnology	Chemical Engineering - Technical Operations	1-Feb-88	1-Nov-22
Christina Roberts	Director, Marketing and Undergraduate Recruitment	Registrar's Office	26-Oct-81	1-Nov-22
Thomas Dean	Technical Operations Director	Chemical Engineering	12-Oct-10	1-Nov-22
Janet Venne	Research Lab Assistant	Institute for Quantum Computing	10-Aug-81	1-Nov-22
Debbie Holden	Assistant Manager, Cleaning Services	Campus Housing	14-Jan-13	1-Nov-22
Brad Winder	Residence Attendant	Campus Housing	29-Jan-91	1-Dec-22
Ingrid Sherrer	Departmental Secretary	Chemical Engineering - Administration	10-May-99	1-Jan-23
Ana Marinho	Custodian II	Plant Operations - Custodial	10-Oct-00	1-Jan-23
Stephan Lambert	Regular Faculty	Mechanical and Mechatronics Engineering	1-Jan-85	1-Jan-23
Emanuel Carvalho	Regular Faculty	Economics	1-Sep-76	1-Jan-23
Janet Vaughan	Administrative Manager	Germanic and Slavic Studies	13-Jun-78	1-Jan-23
Jonathan Blay	Regular Faculty	School of Pharmacy	1-Nov-12	1-Jan-23
Tony Bairos	Moving and Storage Supervisor	Central Stores	7-Sep-76	1-Jan-23
Ian McKillop	Regular Faculty	School of Public Health Sciences	1-Jan-04	1-Jan-23
Paul Parker	Regular Faculty	School of Environment, Enterprise and Development	1-May-91	1-Jan-23
Fatima Costa	Prospect Research Data Specialist	Advancement Services	22-Sep-97	1-Jan-23
Richard Forgett	Manager, Engineering Machine Shop	Engineering Dean's Office	25-Aug-97	1-Jan-23
Dawn Charlton	Director, Marketing & Brand	University Relations	25-Aug-14	1-Jan-23
Jean Andrey	Regular Faculty	Geography	1-May-89	1-Jan-23
George Freeman	Regular Faculty	Electrical and Computer Engineering	1-Sep-85	1-Jan-23
Edward Vrscay	Regular Faculty	Applied Mathematics	1-Jul-86	1-Jan-23
Joanne Voisin	Records Systems Solutions Architect	Office of the Registrar	5-Jul-82	1-Jan-23
Roland Mueller	Building Attendant	Plant Operations - Custodial	9-Feb-87	1-Jan-23

CONTINUED →

RETIREMENTS

NAME	POSITION	DEPARTMENT	HIRE	RETIRE
Anna Lubiw	Regular Faculty	Cheriton School of Computer Science	1-Aug-87	1-Jan-23
Tracy Taves	Administrator, Graduate Studies	Faculty of Health	28-Jun-84	1-Jan-23
Jacob Soica	Custodian	Plant Operations – Custodial	16-Jan-06	1-Jan-23
Dennis Huber	Vice-President, Administration and Finance	Office of the President	12-May-86	1-Jan-23
Colin MacLeod	Regular Faculty	Psychology	1-Jul-03	1-Jan-23
Elena Hutuleac	Custodian	Plant Operations – Custodial	28-Oct-98	1-Jan-23
Cherilyn Otterbein	Conrad Grebel Staff	Conrad Grebel University College	16-Apr-90	1-Feb-23
Wayne Gadsby	Treasury & Investment Analyst	Finance	10-Sep-84	1-Feb-23
Dina Meunier	Associate Director, Online Learning	Centre for Extended Learning	22-Nov-10	1-Feb-23
Christine Tauer Martin	Manager, Counselling Services	Campus Wellness – Counselling Services Management	26-Aug-02	1-Feb-23
Karen Trevors	Executive Officer	Science – Dean's Office	1-Sep-79	1-Feb-23
Gordon Wachtveitl	Mechanic I	Plant Operations – Mechanical Maintenance A	4-Jan-88	1-Feb-23
Zofia Szymczak	Custodian II	Plant Operations – Custodial	8-Aug-00	1-Feb-23
Brian MacVicar	Supervisor, Controls & HVAC Services	Plant Operations – Utilities	31-Oct-16	1-Feb-23
Scott Davis	Faculty Relations Manager	CEE – Student and Faculty Relations	1-Jun-87	1-Mar-23
Judith Whitfield	Student Advisor	CEE – International Employment Relations	18-Aug-80	1-Mar-23
Laurie Peloquin	Student Advisor	CEE – Employment Relations – GTA West	17-Jul-89	1-Mar-23
Robert Mader	Building Serviceperson I-Carpenter	Plant Operations	22-May-00	1-Mar-23
Bruce Campbell	Chief Information Officer	Information Systems & Technology (IST)	1-Jun-89	1-Mar-23
Betty Jacobs	Administrative Assistant (on leave)	Mathematics Graduate Office	29-Dec-76	1-Mar-23
Linda Wilhelm	Food Services Assistant	Food Services	15-Sep-98	1-Mar-23
Margaret Burnett	Administrative Officer	Kinesiology and Health Sciences	1-Mar-81	1-Mar-23
Tom Steckner	Corporate Research Partnerships Manager	Office of Research	2-Mar-20	1-Mar-23
Frances Heller	Customer Service Assistant	Plant Operations	2-Jan-13	1-Mar-23
Laurie Wilfong	Financial Coordinator	Mechanical and Mechatronics Engineering	15-Nov-99	1-Apr-23
Maria Garcia	Custodian II	Plant Operations	24-Mar-03	1-Apr-23
Ronald Webb	Regular Faculty	School of Accounting and Finance	1-Jul-00	1-Apr-23
Judy Reidt	Undergraduate Coordinator	Mathematics Undergraduate Office	1-Dec-99	1-Apr-23
Thomas Williams	Stationary Engineer 2nd Class – Shift Engineer	Plant Operations	6-Apr-15	1-Apr-23
Wayne Phelan	Custodian	Plant Operations	13-Jul-08	1-Apr-23

BOARD OF DIRECTORS

2022-2023

Email: UWRA@uwaterloo.ca uwaterloo.ca/retirees-association

President

LYNN JUDGE

ljudge@uwaterloo.ca

Vice-President

JIM FRANK

frank@uwaterloo.ca

Past President/External Events

SUE FRASER

fraser@uwaterloo.ca

Treasurer

DAVID MATTHEWS

dematthews@uwaterloo.ca

Membership Co-ordinator

CHRISTINE WAGNER

cpwagner@uwaterloo.ca

Secretary

JOE ALLEN

jfallen@uwaterloo.ca

Pensions and Benefits Rep

DAVID TAYLOR

david.taylor@uwaterloo.ca

Social Events Co-Chair

(Luncheon)

PAUL EAGLES

eagles@uwaterloo.ca

Social Events Co-Chair

(Fall Reception & AGM)

JIM ASHWORTH

jamesashworth2001@rogers.com

UWRA Web Site

uwaterloo.ca/retirees-association

IAN FRASER

igfraser@uwaterloo.ca

UWRA Scholarship and Bursary

Fund/Waterloo Faculty, Staff

and Retirees Giving Program

ROSE VOGT

rvogt@uwaterloo.ca

WATimes Co-Editors

BOB HICKS

bob.hicks@uwaterloo.ca

RON CHAMPION

ron.champion@uwaterloo.ca

JUDI JEWINSKI

jjewinski@uwaterloo.ca

Member-at-large

External Events

PEGGY DAY

peggy.day@uwaterloo.ca

Member-at-Large

Pension and Benefits

STEWART FORREST

s2forrest@uwaterloo.ca

Members-at-Large

TREVOR GROVE

trevor.grove@uwaterloo.ca

SHARON LAMONT

sharon.lamont@uwaterloo.ca

HOWARD ARMITAGE

howard@uwaterloo.ca

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* (1994-2004)

Bob Norman (2008-2016)

Terry Weldon (2006-2018)

Alan George (2015-2021)

*with us in spirit

(start dates on Board in brackets)



**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 📱

WATERLOO WORD SEARCH ANSWER:

The unused letters, when anagrammed, spell **HURLEY**.



Want to stay in touch?

SEND A SHORT MESSAGE TO
UWRA@UWATERLOO.CA SO WE
HAVE YOUR EMAIL ADDRESS!

JOIN US!

University of Waterloo Retirees Association (UWRA)

MEMBERSHIP APPLICATION AND RENEWAL FORM

Date _____

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

Name _____

Address _____

Postal Code _____

Email _____

Telephone _____

PLEASE NOTE: Persons receiving Waterloo pensions, including Waterloo retirees and survivors, 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 advise **Christine Wagner, UWRA Membership Co-ordinator**, any change of address or name to **cpwagner@uwaterloo.ca** or send your correspondence to **University of Waterloo Retirees Association, University of Waterloo, 200 University Ave West, Waterloo, ON N2L 3G1**.

UWRA members should submit email addresses and changes in contact information to Christine Wagner,

cpwagner@uwaterloo.ca



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

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

The UWRA maintains an 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, bus tours, volunteer or part-time paid UWaterloo activities, and other timely and relevant information. **Joining this email list is entirely optional and does not affect your membership in any way nor 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 shared with any other group or agency or used for any other purpose, and you can direct at any time that your email address be removed from this list.



To join the UWRA, please complete and submit the application at uwaterloo.ca/retirees-association/membership. Memberships can be paid by e-transfer as described on the website. If you prefer, you can fill out the form on this page and mail it, with a cheque payable to University of Waterloo Retirees Association, to University of Waterloo Retirees Association – Membership Coordinator, University of Waterloo, 200 University Ave West, Waterloo, ON N2L 3G1. Including your email address on your application will ensure that you receive additional information as described above. If you have any questions, please email Christine Wagner at **cpwagner@uwaterloo.ca**.

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

Publications Mail Registration No. 40065122