

# WATtimes

FALL 2023

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**A lasting legacy**



UNIVERSITY OF  
**WATERLOO**

# WATtimes

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University Relations



## UPCOMING EVENTS!

### Thriving in Retirement

CURAC NATIONAL CONFERENCE  
UNIVERSITY OF WATERLOO  
MAY 22–24, 2024

MARK YOUR CALENDAR!

### Psst!

DID YOU MISS THE FALL  
LUNCHEON IN NOVEMBER  
AND THE WHISKY  
TASTING IN OCTOBER?

IF YOU'RE NOT A MEMBER,  
WE DON'T HAVE YOUR  
EMAIL ADDRESS.

JOIN THE UWRA TODAY.  
SEE THE BACK PAGE.

FROM THE CO-EDITORS

# Co-editors' message

**The germ of the idea for this issue's theme came to us in March, when Don Meichenbaum wrote us and introduced himself as a former professor in the Department of Psychology at UWaterloo.**



Don is modest: recognized as one of the founders of cognitive-behavioural therapy, Distinguished Professor Emeritus Meichenbaum was named one of the most influential psychotherapists of the 20th century in a survey of North American clinical psychologists.

Dr. Meichenbaum wondered if WATimes readers might be interested in his activity in retirement, namely his involvement in The Melissa Institute for Violence Prevention and Treatment and his book, *Roadway to Resilience*. In both cases, Dr. Meichenbaum's goal has been to help people cope with adversity, grief, and loss – experiences common, unfortunately, for retirees. We've all lost loved ones. We've known grief and adversity. Our campus continues to heal after a hateful attack in June. And as this issue of WATimes goes into production, the Israel-Hamas war is escalating, and every reader probably knows someone on either or both sides of the conflict. Professor Meichenbaum's advice on resilience is timely.

Two other articles discuss how some remember their loved ones with memorial tattoos and offer one person's advice for coping with the loss associated with retirement.

Readers will notice that the UWRA has a new president (Jim Frank) and that some directors have new roles. Your UWRA meets monthly, except in the summer, and serving on the board is a great way to stay involved, to apply your skills and interests, and to socialize. You can join the board of directors as a member-at-large to "test the waters." Contact Jim Frank or any director if you want to know more.

May 22–24, 2024: Mark your calendar and plan to attend Thriving in Retirement, the national conference of CURAC (College and University Retiree Associations of Canada). The UWRA will host the conference, with the University of Waterloo and Schlegel Villages confirmed as platinum sponsors. This issue of WATimes includes some teasers on the conference.

This issue also offers content to exercise your eyes and brain. We hope you enjoy it. Tell us if you did and what you'd like to see in future issues. ♥

RON CHAMPION

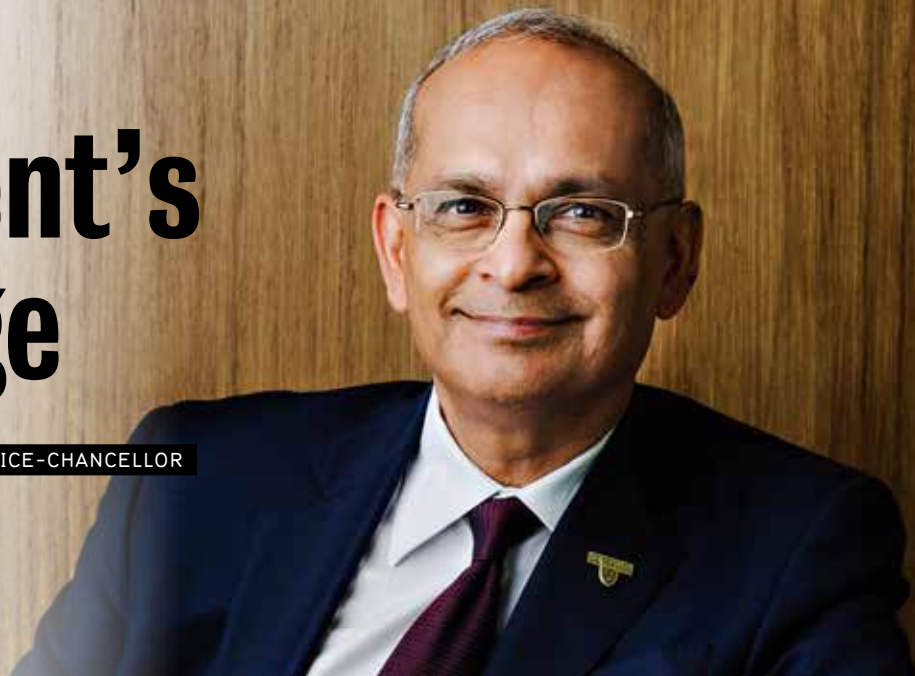
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# President's message

BY VIVEK GOEL, PRESIDENT AND VICE-CHANCELLOR



Meeting with Waterloo retirees and alumni, I often hear stories about our community's strength and resilience. As I reflect on the past six months, I have been humbled by the many ways our community has come together to support one another. Waterloo has a strong history of our community rising to the occasion and demonstrating the values and culture that enable us to succeed together.

This past June, our community was shaken by a hate-motivated attack against a gender and social justice class on our main campus. The outreach from within our Waterloo community and across the country makes it clear that those united against violence, hatred, and bigotry far outnumber those who would terrorize us. While the ramifications continue to impact our University, we remain steadfast in our commitment to foster an inclusive, safe, and welcoming environment for all UWaterloo community members.

A constant through the past few months has been our collective commitment to supporting one another in the wake of the attack. Our retirees have been and remain an

important part of the UWaterloo community. Over the decades, we have faced many challenges as an institution – and have overcome them together.

In this issue of WATimes, I hope you'll be inspired by the article featuring retired psychology professor Donald Meichenbaum and his book *Roadmap to Resilience*. His work emphasizes the development and deliberate practice of resilience-engendering behaviours. It is a powerful reminder of the types of actions we can take when facing difficult times.

During a lifetime, we all face variations of grief, loss, and trauma. Those lucky among us have a caring and supportive network to navigate those difficult times. We are fortunate as members of the Waterloo community to have such a network. ♥

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

IF YOU HAVE TOPICS THAT YOU WOULD LIKE TO SEE ADDRESSED AT A UWRA EVENT, LET US KNOW. IF YOU HAVE EXPERTISE TO SHARE (GARDENING, TRAVEL, HOME REPAIRS), OUR PHONES ARE OPEN!

# A message from the UWRA president



BY JIM FRANK

**I have the honour of serving as the new president of the UWRA. I joined the board in 2017 and can assure you that UWaterloo retirees' interests are well served by a talented and dedicated group.**

During my career at the University of Waterloo, I was a professor in the Department of Kinesiology and served as Associate Dean (2000-03) and Interim Associate Provost (2014-16) of Graduate Studies & Postdoctoral Affairs, as well as Vice President Academic and Dean of St. Jerome's University (2011-13). I have had the opportunity to meet many of you during my career and I hope to meet many more of you over the coming year at retiree events.

Over the past year, the UWRA organized a number of in-person and virtual events to reunite you with friends and address issues of interest to retirees. Events addressed topics ranging from exploring how to live your best retirement life to fraud prevention, estate planning, humour as medicine, the BlackBerry story, and whisky tasting (to be repeated!). We also hosted a well-attended Holiday Social in December. I hope that you had the opportunity to join some of these events.

In addition to hosting social and educational events, the UWRA assisted members with pension and benefit questions and access to UWaterloo library and recreation facilities. The UWRA is a member of the College and University Retiree Associations of Canada (CURAC/ARUCC) and will host the national CURAC conference next May 22-24 at UWaterloo. The conference theme is Thriving in Retirement. Expect to see an invitation to the conference in early 2024. We hope that many of you will attend to hear about the latest research and best practices for living happy and healthy in your later years.

The feature article in this issue of WATtimes addresses the hardship of loss and building resilience. At this stage of life, most of us have experienced the loss of people close to us – a partner, family member, relative or close friend. Since my retirement in 2016, I have been visiting one of my younger sisters, Ann, and her husband, Hugh, in London every Thursday.

Hugh was diagnosed with early onset dementia 10 years ago, at the age of 60. Once the life of the party at family gatherings, Hugh now requires total care. My weekly visits with Ann and Hugh have taught me much about the hardship of loss and the value of building resilience.

I want to thank my fellow Board members for their support as I take over as president of the UWRA. I especially want to thank Lynn Judge for her service as UWRA President over the past three years, which have been particularly challenging as we navigated the COVID pandemic. ♥

**JIM FRANK**, President  
University of Waterloo Retirees Association



## Donald Meichenbaum

Dr. Donald Meichenbaum is one of the world's leading experts on psychotherapy and cognitive-behavioral therapy (CBT). He has dedicated his life to advancing the understanding and treatment of mental health issues through research, clinical practice, and education.

After earning his PhD in Clinical Psychology from Stanford University in 1966, Dr. Meichenbaum served as a professor at the University of Waterloo until his retirement in 1998. Now, as Distinguished Professor Emeritus, he maintains a private practice as a clinical psychologist.

In addition to co-founding cognitive-behavioural therapy, he is a leader in the treatment and prevention of post-traumatic stress disorder (PTSD). As a clinician and researcher, he has treated all age groups for traumas suffered from violence, abuse, accidents, and illness. His innovative approach has become a cornerstone of trauma therapy.

Dr. Meichenbaum has published extensively on topics related to trauma, stress, and anxiety. He is the author and co-author of several works, including *Roadmap to Resilience*. His book, *Cognitive Behavior Modification: An Integrative Approach*, considered a classic, has been translated into numerous languages.

Dr. Meichenbaum's contributions to psychology have earned him accolades and awards, including the Lifetime Achievement Award from the Clinical Division of the American Psychological Association. In 1991, a North American survey of clinical psychologists named Dr. Meichenbaum one of the ten most influential psychotherapists of the 20th century.

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*Compiled with notes from staff of Communications and Public Affairs, now University Communications*

# Dealing with loss

BY RON CHAMPION

## The average age of University of Waterloo retirees is about 75.

At that age, odds are that every retiree has had to deal with the death of a loved one. Most likely that of a parent or other elderly relative. Possibly a sibling, a good friend, a spouse or partner – for some, even a child, perhaps the most grievous loss of all.

We survivors live on. We try to adapt to the hole in our life. We struggle to understand. We have more questions than answers.

How do we survive such a loss? Our faith may offer comfort. Friends and family offer love and support. And an inner strength – *resilience* – can help us get through the darkest days.

Donald Meichenbaum, Distinguished Professor Emeritus of Psychology at Waterloo, is recognized for his expertise in resilience and cognitive-behavioural therapy, as you can see in the sidebar article. He believes that resilience is not merely an innate trait but one that can be developed. We can learn coping strategies and resilience-building techniques to better navigate life's challenges.



RESILIENCE: THE CAPACITY TO WITHSTAND OR TO RECOVER QUICKLY FROM DIFFICULTIES – THE ABILITY TO “BOUNCE BACK”

To that end, Dr. Meichenbaum is making available his book *Roadmap to Resilience* to help individuals cope with adversity, grief, and loss.

The web version of *Roadmap to Resilience*, which more than 45,000 persons in 138 countries have downloaded, consists of two appendices with tips to help readers build and maintain resilience.

Appendix A lists six resilience themes: Physical, Interpersonal, Emotional, Thinking, Behavioral, and Spiritual. For each, Dr. Meichenbaum suggests resilience-bolstering behaviours – “actions” that, taken together, form an action plan for the reader.

### **For example, the Physical aspect recommends eight behaviours or actions:**

1. *Take care of the body.*
2. *Exercise regularly.*
3. *Get quality sleep.*
4. *Eat healthy.*
5. *Avoid mood-altering drugs or overuse of alcohol.*
6. *Use healthy coping procedures – engage nature.*
7. *Avoid high-risk dangerous behaviours.*
8. *Consider other examples of ways to keep physically fit.*

Clicking on any action provides specifics about the action, its importance, feedback from both professionals and clients, and sometimes other resources and questions for self-reflection.

### **Appendix A also includes recommendations that address the Emotional theme:**

26. *Cultivate positive emotions (use hobbies and pleasurable activities).*
27. *Make a “bucket list” of emotional uplifting activities and then just do it!*
28. *Show “grit” – the ability to pursue with determination long-term goals (“Choose hard right over easy wrong.”).*
29. *Use positive humour.*
30. *Express gratitude.*

Appendix A provides 101 resilience-building recommendations.

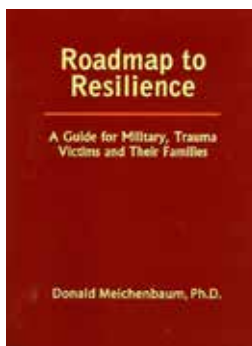
Appendix B is an alphabetical list of resilience behaviours. For example, scrolling to “G” leads to resilience behaviours or actions for Goal Setting, Gratitude, Grief, and Guilt. Warning: this appendix is addictive! I couldn’t help but scroll

through to entries on building communication skills, managing conflict, the importance of humour, and the advantages of pets. (Pets do help you to meet people!)

An addendum provides strategies to cope with the stress of the coronavirus pandemic. Included are recommendations for healthcare providers, the importance of sharing positive emotions, and the use of spiritual coping strategies.

Dr. Meichenbaum states there are two general classes of stressors: those that can be changed and those that cannot. And there are two general classes of coping strategies: those that are direct-action problem-solving and those that are palliative and self-soothing. It is a kind of 2x2 arrangement – changeable versus non-changeable stressors, and active versus palliative coping strategies.

*Roadmap to Resilience* is easy to read; implementing its advice is our challenge. None of the recommended actions perplexes. Reading *Roadmap to Resilience* provides an excellent opportunity to reflect on those we've lost, on life in general and personal choices, and on the people in our lives.



You can access *Roadmap to Resilience* for free at [roadmaptoresilience.wordpress.com](http://roadmaptoresilience.wordpress.com), or simply search for “roadmap to resilience wordpress.” The book is also available at bookstores for \$50.

If you prefer listening to reading, check out Dr. Meichenbaum’s video at [melissainstitute.org/scientific-articles/meichenbaum-d/](http://melissainstitute.org/scientific-articles/meichenbaum-d/) or search for “donald meichenbaum melissa,” where you’ll find links to several articles on resilience and the video presentation on resilience. ♥

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*Ron Champion is Vice President of the UWRA and co-chair of the CURAC 2024 national conference, to be held at UWaterloo May 22-24, 2024. He retired in 2017.*







# The Melissa Institute for Violence Prevention and Treatment

BY JUDI JEWINSKI

The Melissa Institute for Violence Prevention and Treatment, a non-profit organization, is based at the University of Miami's School of Education and Development. Its mission is to "prevent violence and promote safer communities through education and application of research-based knowledge through education, community service, research support and consultation." Founded in 1996, the institute is named for Melissa Aptman, a university student who was murdered in St. Louis. Her violent death led her parents and friends to establish the institute to honour Melissa's memory and work towards preventing similar acts of violence.

Since the institute's beginning, Dr. Donald Meichenbaum has played a pivotal role as director of research. His contributions have been instrumental in advancing the Melissa Institute's goal to reduce violence through education, research, and advocacy. Dr. Meichenbaum notes that his position "is completely voluntary and it is my passion."

One area where Dr. Meichenbaum's contributions have had special impact is in the development and dissemination of evidence-based strategies for violence prevention and intervention. His extensive work on CBT and trauma therapy has helped researchers understand and respond to the psychological aspects of violence, including the effects of trauma and PTSD.

The Melissa Institute facilitates training programs and workshops to equip mental health professional, educators, and community leaders with the knowledge and tools to address violence effectively. One of these educational opportunities, according to the TMI website, is facilitator training for the ACT Raising Safe Kids program in partnership with the American Psychological Association's Office of Violence Prevention, which teaches positive parenting skills to parents and caregivers of children up to age 8. Such efforts help individuals and organizations implement evidence-based practices in work with at-risk populations and victims of violence.

In addition to its awards and scholarship programs, the Melissa Institute hosts an extensive archive of research and resources related to violence prevention, including such topics as aggression, bullying, family violence, and suicide prevention. ♡

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FOR MORE INFORMATION VISIT

[melissainstitute.org](https://www.melissainstitute.org)

*Judi Jewinski is a member of the UWRA Board and co-editor of WATimes.*



# Inking the bond: memorial tattoos connect us to those who have died

*This article was originally published in the Fall 2021 issue of Waterloo Magazine.*



BY SUSAN CADELL

## WARNING:

THIS STORY CONTAINS SENSITIVE SUBJECT MATTER, INCLUDING SUICIDE, THAT COULD BE TRIGGERING FOR SOME READERS.

## Death doesn't end a relationship – it transforms it.

There are so many stories behind the tattoos of the people I interviewed during a research project on grief. There is the mother whose son died. She said: “I would have a piece of him with me, the only piece I could have with me.”

There was a woman who got tattoos to memorialize her sister who died by suicide: “I feel like she is closer to me and that I never lost her because I have it on me. She won't fade away because she's still there.”

Another woman had a rose to honour her father because he always brought roses to her and her mother. A couple, whose adult son died by suicide, had tattoos on their forearms for their son. The placement allowed them to show them off and engage people in conversations about suicide prevention.

Our oldest participant was in his 80s and had gotten his first tattoo in his 70s. He considered memorial tattoos as a way to honour those you love for life.

## When memorial tattoos “just felt right”

My interest in tattoos began with simple curiosity while volunteering as a grief group facilitator for Bereaved Families of Ontario (BFO). I must confess that I don't have any tattoos, but I am a social work researcher with a particular interest in grief. During my time at BFO, I heard people talking about their tattoos and they would say things like they never thought they'd ever get a tattoo but somehow after the death of a loved one, “it just felt right.”





I was intrigued enough by their comments to talk to my friend, colleague and fellow Waterloo alumnus Melissa Reid Lambert (BA '11), who does have tattoos and is the mother of Flynn, who died. We wondered what people would say about the tattoos they got to memorialize someone who had died and what those tattoos would look like.

We set out to interview maybe 15 people but almost immediately we had more than 50 volunteers. Clearly, people want to tell their stories. In the end, we interviewed 42 people, documented all their memorial tattoos and did a couple of sessions with a professional photographer. People talked to us about their tattoos for their friends, parents, grandparents, children and partners. We had as many people in their 50s and 60s as those in their 20s, defying the idea that only young people get tattoos.

Our understanding of grief has evolved past stages and tasks into a more complex notion of connection. People who are grieving oscillate between focusing on the loss and on restoration. Death does not end a relationship: it transforms it. This is the concept of continuing bonds.



## Tattoos challenge stigma of grief

Melissa and I were surprised when we realized we were not always hearing about the death of the person during our interviews. The tattoos tell stories in images about the person who died and express the connection the tattoo wearer feels to them. Some parents of young children who die have tattoos that connect the deceased child to their siblings.

Sometimes we did hear about how the person died and it was connected to the tattoo. Several people had tattoos for people who had died of an overdose. They educated others about harm reduction and overdose prevention.

Memorial tattoos express connection and challenge the stigma of grief. Leaving the last word to a participant: "I love when people ask me about my tattoos because it educates the next person."

Tattoos tell stories in images about the person and express a connection that endures beyond death. ♥

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IF YOU ARE IN CRISIS, FEELING UNSAFE OR WORRIED YOU MAY HURT YOURSELF, CALL 911. ANYONE ACROSS CANADA CAN ALSO REACH OUT FOR HELP THROUGH THE **CANADA'S SUICIDE CRISIS HELPLINE AT 988** OR

988.ca



*Dr. Susan Cadell is a grief and bereavement researcher and social work professor based at University of Waterloo's Renison University College.*

# Retirement, mourning, and becoming your next self



BY KAREN CLARK

*Karen Clark is a former UWaterloo marking assistant, who started off in English, became a lawyer, and ultimately dedicated her career to protecting the environment.*

Peer pressure made me retire early. My husband, my sister, and her husband had already left their jobs. Like the kids who started me smoking in high school, they told me I'd be better off if I were just like them. I resisted at first. I liked my work. I told them I'd wait until I was 65, another three years away. Then my employer, the Ontario government, made such a generous offer to people willing to start smoking – er, to take early retirement – that I changed my mind. I signed the papers, and on December 20, 2019, left the office never to return.

For the next couple of years, I blamed the pandemic for how much it felt like my world was falling apart, but there was more to it than that.

When I worked, I had stature in an organization of more than 60,000 people. I was the answer to the question “Who is the director of the Policy Branch at the Ministry of Energy?” I had a network of thousands of people, and all of those people knew who I was, what I did, and why they needed to talk with me.

The day I left, I lost that stature, and my network resized to my immediate family and friends.

Retirement, even a voluntary, happy retirement, is like a death in the family. Except you're the one who died.

*“I think it would help recently retired people if everyone acknowledged that they have experienced a loss. Retired people should feel OK about needing to mourn. It'll be easier for some than others, but it's a process everyone needs to go through.”*

All of the good advice about retirement is also good advice to help you say goodbye to the person you once were. Pursue a hobby, build a network of friends, exercise regularly, and if you feel you must, start a consulting business (which may just be an undead version of the old you). Acknowledging loss is the first step toward recovery – and the best way to start your journey to your next self. ♥

# Pension and benefits update

BY DAVID TAYLOR

Over the last six months, the Pension & Benefits Committee (P&B) has dealt with several issues, many of which directly affect retirees. This report is not entirely limited to such issues, on the assumption that retirees are also interested in issues that affect the University generally.

## Issues related to the current UWaterloo pension plan

The consulting actuaries report four different measures of the health of the pension plan. Possibly two are most significant: *going-concern* and *solvency*. The *going-concern valuation* assumes the University will continue to operate and that assumptions are correct or nearly so. It is also important because when there is a going-concern deficit, the University must make additional contributions to eliminate the deficit. The *solvency valuation* is artificial. It assumes the pension plan is terminated and current assets must be used to pay current and future pensions, according to the provisions of the plan, except for an absence of inflation indexing. The solvency valuation is a major factor in determining the premium the University pays to the Ontario Pension Benefit Guarantee Fund.

The actuaries reported pension-plan assets of \$2307.5M at the end of the second quarter, but because income for the final month of the quarter was not included, a better estimate is \$2316.5M – a difference of about \$9M.

## Your UWRA board of directors

Directors and officers of the University of Waterloo Retirees Association were elected at the May 2023 AGM.

For information about the UWRA's constitution and the roles of directors, visit [uwaterloo.ca/retirees-association/about/constitution-and-laws](http://uwaterloo.ca/retirees-association/about/constitution-and-laws).

For directors' email addresses, visit [uwaterloo.ca/retirees-association/about/people](http://uwaterloo.ca/retirees-association/about/people) or see the inside back page of this issue.

NAME	POSITION
Jim Frank	President Co-chair, CURAC Conference
Ron Champion	Vice President Co-editor, WATtimes Co-chair, CURAC Conference
Lynn Judge	Past President Chair, Nominations Committee
Joe Allen	Executive Secretary Member, CURAC Conference Committee
David Matthews	Treasurer
David Taylor	Pension and Benefits Representative
Christine Wagner	Membership Coordinator
Rose Vogt	Website Manager Member, UW Staff Association Social Committee
Jim Ashworth	Co-chair, Social Events
Sue Fraser	Co-chair, Social Events Member, UW Staff Association Social Committee
Judi Jewinski	Co-editor, WATtimes
Sharon Lamont	Representative, UWRA Scholarship and Bursary Fund/Waterloo Faculty, Staff and Retirees Program
Howard Armitage	Member-at-Large Member, CURAC Conference Committee
Trevor Grove	Member-at-Large Member, CURAC Conference Committee

As of the end of the second quarter, the \$9M inaccuracy makes an important difference, namely whether the plan is fully funded on a going-concern basis. The actuaries report a deficit of \$5.0M, for a funded ratio of 99.8 per cent. A better estimate would be a surplus of \$4.0M, for a funded ratio of 100.2 per cent.

On a solvency basis, the actuaries report a surplus of \$241.5M for a funded ratio of 111.7 per cent. A better estimate is a surplus of \$250.5M for a funded ratio of 112.5 per cent. The pension plan achieved full funding on a solvency basis at the end of 2021 and has been fully funded since then, by now with a substantial surplus (but keep in mind that this is a rather artificial valuation).

For many years, contributions to the Canada Pension Plan (CPP) have included an income limit, YMPE (Year's Maximum Pensionable Earnings). A second, higher ceiling is being introduced, YAMPE (Year's Additional Maximum Pensionable Earnings). Our pension plan also uses YMPE in computing contributions and pension payments. P&B looked at the possibility of replacing YMPE with YAMPE, better integrating with the revised CPP. After analysis, the determination was that it would not make much difference and would not be worth the effort.

A second change was proposed, to provide full inflation indexing for pension based on income below YMPE and much lower indexing (50 to 55 per cent of inflation) for pension based on income above YMPE. As with the potential YAMPE change, this would affect only pension earned after the effective date of the change. It turned out that this proposed change had hardly any support on campus and P&B decided to abandon it without further study or consultation.

Finally, in relation to the pension plan, a problem was discovered with the pension estimator. It was providing accurate estimates, but for some cases of early retirement those estimates were sensitive to interest rates and could result in a substantial increase or decrease in just a few months. The problem is that the usual calculation is a reduction of 0.5 per cent per month for retirement before age 62, but there is also an actuarial calculation of pension equivalent to what would have been achieved at normal retirement. The actual pension is the higher of these values and the latter calculation is quite sensitive to interest rates. P&B decided that the best approach was to change the pension estimator to use only the first calculation, thus providing a worst-case estimate. If there is a surprise at retirement, it will then be a pleasant one. The estimated cost of modifying the pension estimator turned out to be quite modest, so P&B authorized the change.

## Becoming better informed about UPP

P&B has been gathering information related to the University Pension Plan (UPP), which Ontario universities are being encouraged to join. It should be noted that when a university joins UPP, all pension benefit earned prior to that time will be paid according to the university plan, so (in principle) there will be no effect on current retirees.

One concern is that in case of serious difficulty, our present plan has a much better guarantee. If the University were to shut down our plan when it was in a deficit position, the University would be obliged to make up the deficit. No such guarantee exists for a Jointly Sponsored Plan such

as UPP. There are also concerns that, even though it is already in operation (with four participating universities), the governance structure for UPP is apparently still under development. One alarming feature of the governance structure as it now stands is that there is no role for retirees. We are told that may change.

The structure of UPP is in many respects similar to that of the UWaterloo pension plan, in terms of both contributions and pension payment, with lots of differences in detail. In general, it has somewhat higher contribution rates and correspondingly higher pension payments. One way in which the UWaterloo plan is more generous is higher pensions for those who retire early, in many but not all cases. The claim also is that with more assets in the plan it will be possible to achieve higher returns on assets, although UPP is new enough that the claim remains to be tested. If it proves to be true, in the long term it could allow a somewhat better ratio between contributions and pension payments.

We are not close to making a decision on whether UWaterloo should join UPP, and I do not see any strong inclination to do so. If UWaterloo does decide to join, consent will be required from both employees and retirees. Joining UPP will be blocked if more than one-third of retirees and spouses of deceased retirees object. Thus, retirees will need to consider the matter carefully if UWaterloo seeks to join UPP.

## Extended-health plan

P&B continues to monitor the service being provided by GreenShield (formerly Green Shield Canada) as our extended-health and dental carrier. Some problems have been resolved, but others

continue, notably with respect to pharmaceutical compounding and off-label prescriptions. P&B met with representatives of GreenShield and clarified some matters. We were told that GreenShield will be revising its policy with respect to pharmaceutical compounding and implied that the revised policy will be closer to what we were expecting. There are still concerns about off-label prescriptions, but the GreenShield representatives agreed to re-examine a particular case that has been a perceived problem for some time.

As we approach the first anniversary of the transition to GreenShield, P&B is looking at possible changes in coverage, some of which will attempt to align coverage with our original expectations, but others are intended to be new or improved benefits. A notable such case, although it will affect few retirees, is coverage for “family building.”

Our extended-health plan has had coverage for in-vitro fertilization (IVF) for some time. P&B decided to make some changes to the IVF coverage, notably removing the requirement that provincial coverage be exhausted before coverage in our plan could be used. This restriction sounds innocent, but the province covers a limited number of IVF procedures each year, so there is typically a long wait for IVF covered by the province. “Family building” will be extended beyond IVF in two ways. One is coverage for surrogacy. Recent changes in federal legislation made it possible to include surrogacy as a tax-free health benefit. The other is coverage for adoption expenses. This is not really a health benefit, and so will be taxable, but will clearly be helpful for those considering adoption. All these changes to the extended-health plan are currently recommendations to the Board of Governors, but I am confident they will be approved by the Board. ♥

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*Retired from the Faculty of Mathematics, David Taylor is your representative on the University's Pension and Benefits Committee.*

# CURAC 2024 National Conference

THRIVING IN RETIREMENT  
MAY 22-24, 2024

HOSTED BY THE  
UNIVERSITY OF WATERLOO  
RETIRES ASSOCIATION  
WATERLOO, ONTARIO

## Survive in retirement? No, thrive in retirement!

Plan to attend the *Thriving in Retirement conference* at the University of Waterloo. The conference offers practical tips, tools, and advice to help you make the best of your retirement years.

From the welcome reception Wednesday evening until lunch on Friday, you'll enjoy informative presentations, hearty food and refreshments, and ample opportunity to socialize with friends old and new.

CHECK OUT THE UWRA WEBSITE FOR CONFERENCE UPDATES:

[uwaterloo.ca/retirees-association/conference-2024](http://uwaterloo.ca/retirees-association/conference-2024)

**REGISTRATION WILL OPEN IN MARCH**

### THEMES INCLUDE

HEALTH AND WELLNESS

HOUSING OPTIONS

SERVICES FOR SENIORS

FINANCE

RECREATION AND LEISURE

SAFETY AND SECURITY

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Associations de retraités des universités et collèges du Canada



# STAY THE WEEKEND!

## OPTIONAL TOURS AND EXCURSIONS:

Campus tours, including the Earth Sciences Museum with its raptors and rocks

Waterloo Region Museum, exploring yesterday, today, and tomorrow

St. Jacobs' two antique markets, featuring more than 200 dealers, minutes from the official conference hotels.

Country tour, with a visit to a Mennonite farm and the Kissing Bridge, one of Canada's oldest covered bridges

Walking tour of Uptown Waterloo, including Waterloo Park and the Canadian Clay and Glass Gallery

The New Hamburg Mennonite Relief Sale, with hundreds of quilts on auction

Live theatre in Stratford, or in Waterloo Region at a Drayton Entertainment venue

FOR MORE INFORMATION ABOUT  
POST-CONFERENCE ACTIVITIES VISIT:

[uwaterloo.ca/retirees-association/conference-2024](http://uwaterloo.ca/retirees-association/conference-2024)

## CONFERENCE SPONSORS (as of December 5, 2023)



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University of Waterloo Retirees Association (UWRA)

[uwra@uwaterloo.ca](mailto:uwra@uwaterloo.ca) | [uwaterloo.ca/retirees-association](http://uwaterloo.ca/retirees-association) | 519-888-4567, ext. 32015

A member of the College and University Retiree Associations of Canada (CARUC/ARUCC)

# Sudoku

BY ROSE VOGT

**How to play:** Fill the 9X9 grid with digits so that each column, each row and each of the nine 3X3 subgrids contains all of the digits from 1 to 9. Enjoy!

Visit the UWRA website for the solution.

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

Rose Vogt is a director of the UWRA and manages its website.

# Waterloo word search

BY JUDI JEWINSKI

Once you have found all the Offices and Services, the leftover letters can be rearranged to spell out the original name of the centre now known as the SLC.

*Retired from Renison University College,  
Judi Jewinski is co-editor of WATtimes.*

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

## Alumni (Relations)

### Art (Gallery)

**AVPA** (Associate Vice-President, Academic)

**CAPS** (Centre for Academic Policy Support)

**CCA** (Centre for Career Action)

**CEE** (Co-operative and Experiential Learning)

**CEL** (Centre for Extended Learning)

**Central** (Stores)

**CTE** (Centre for Teaching Excellence)

**EAP** (Employee Assistance Program)

### EDGE

**ELI** (Renison English Language Institute)

**EDI(-)R** (Office of Equity, Diversity, Inclusion, and Anti-Racism)

### Finance

**Food** (Services)

**GEDI** (Gateway for Enterprises to Discover Innovation)

**Glow** (Centre for Sexual & Gender Diversity)

**GSA** (Graduate Student Association)

**Health** (Services)

**HR** (Human Resources)

**IAP** (Institutional Analysis and Planning)

**IST** (Information Systems & Technology)

## ITMS (Instructional Technologies and Media Services)

### Library

**MATES** (Mentor Assistance Through Education and Support)

**MSI** (Marketing and Strategic Initiatives)

**OHD** (Organizational & Human Development)

### Parking

**Plant** (Operations)

### Police

**RAISE** (Racial Advocacy for Inclusion, Solidarity and Equity)

**Safety** (Office)

**SSO** (Student Success Office)

**UWRA** (Retirees Association)

**UWSA** (Staff Association)

### Velocity

**WatCard**

**WatIAM**

**WIL** (Centre for Work-Integrated Learning)

**WICI** (Waterloo Institute for Complexity and Innovation)

**WISC** (Waterloo Indigenous Student Centre)

**WUSA** (Waterloo Undergraduate Student Association)

**WCC** (Writing and Communication Centre)

# Etc.

## Discounts for UWaterloo retirees

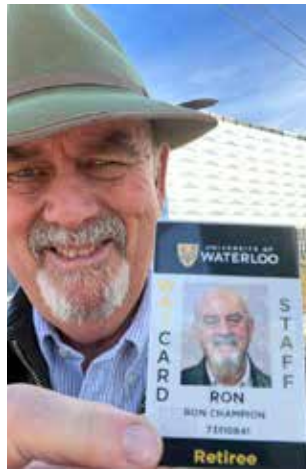


Spoil the Dog Bakery, St. Jacobs.  
13 per cent discount on gourmet dog treats; St. Jacobs in-store location only. No ID required.



Waterloo Warriors Varsity Athletics:  
\$2 discount on all regular season home games for football, and women's and men's basketball, hockey, and volleyball. Show your WatCard or your "Retiree" status in the online Campus Directory.

## WatCards for retirees



Retirees are eligible for a WatCard at no charge. To obtain a WatCard, stop by the WatCard service desk, located inside The Centre on the main floor of Needles Hall. Present proof of your retired status, for example, a UWaterloo pension statement or your "Retiree" status in the online Campus Directory. The WatCard gives you library privileges, a \$2 discount for Varsity games, and a 5 per cent discount on food purchased at Food Services locations.

## 4Repair dates

All repair events are held in E7-1401 from 4:30 to 6:30 p.m. Free tickets are available through [4RepairKW.EventBrite.ca](http://4RepairKW.EventBrite.ca).

Says Murray Zink, UWaterloo retiree and founder of 4Repair: "I hope more and more thrifty retirees learn about the free events and get help fixing things."

*For more information about 4Repair, see the article in the Spring/Summer issue of WATimes.*



## Waterloo moves up

UWaterloo has been named as one of the world's top universities. Waterloo ranked 112 overall in the 2024 QS World University Ranking, a leap from last year's place at 154. Waterloo also placed among the top five universities in Canada.

### Calling all Insomniacs!

Are you creative? Have you progressed past sheep counting when you cannot get to sleep? Are you willing to share? (Anonymously, of course.)



Share your favourite technique for getting back to sleep in the middle of the night, and we'll include it on the list of sleep hints to appear in the next issue. Send your ideas to [jjewinski@uwaterloo.ca](mailto:jjewinski@uwaterloo.ca).



# A lasting legacy

BY DIPALI BATBYAL

*Office of Advancement*

*I sat down with retiree and UWRA director **Sharon Lamont (BA '80)** to learn about her distinguished career at Waterloo – and how her generosity continues to benefit today's students.*

Sharon Lamont was director of organizational services at the University of Waterloo Library. Her retirement gift to students is the Sharon Lamont Student Award of \$1,000 to full-time undergraduate or graduate students employed by the Library.

## **This is how Lamont's role touched hundreds of lives, in her own words.**

### **1. What is the most rewarding part of your connection to UWaterloo as a retiree?**

I met many people over my years at UWaterloo, and it's fun to connect with them in a more relaxed way. I've always loved the UWaterloo campus as a place to visit and admire. As the former director of organizational services at the Library, I know all the hard work that goes into infrastructure development, and seeing the innovation within its spaces is a delight for me, as I can see the evolution of both the Library and the wider campus.

### **2. How has the University changed over the years since you retired?**

It's interesting to me seeing the personnel changes since retiring two years ago, as I was part of the baby boomer bubble. I am seeing this all over campus. I met UWaterloo's President and Vice-Chancellor Vivek Goel when I became an honorary member of the University in June. He started a month after I left. Many long-time staff are retiring, and there is a completely new campus leadership team. I enjoy connecting with those retirees I knew while I worked on campus. It's not the same as meeting former leaders, because we are now peers.

### **3. How would you describe the students that sought your help when you worked here? What were some of the challenges they faced?**

When I was head of the circulation department, my focus was on both improving the student experience and mentoring students who worked at the Library. As I advanced in my career, I saw students as our stakeholders, and I missed meeting with them when I took more senior roles. It's one of the reasons I wanted to make my final connection by setting up an award. I know that awards can offer both places and resources to study, but an award directly to a student impacts them personally and can make a huge difference. It is a joy for me to meet them and hear what they are doing with the money! When I was a grad student, we didn't have much money. I was awarded a bursary, and I knew what a huge difference that made for me. This award is my way of circling back to those days. Before retiring, I invited my family – also UWaterloo grads – to meet the students benefiting from the award. I want my family to honour this legacy if I pass on before they do, so getting them involved was important to me.

### **4. How have you seen the challenges of students change?**

Students are now dealing with a lot of unrest in the world, and the ease with which social media allows people to share misinformation is scary. There's a lot of pressure on students, but they want to achieve. One of the things I love about the University is there are opportunities to be creative and learn about the world in a safe place.

### **5. How did your service help the students? What services do you think students need today?**

The Library is a great believer in providing trusted information resources. With the plethora of online misinformation out there, accessing trusted, accurate information and understanding sources, evaluating and being critical is extremely important. I value the Library as it provides both a safe space and positive learning environment. I remember my surprise when I first heard about the Student Success Office; over time, I have come to understand that it is our University's responsibility to provide a supportive place for the "whole person to succeed."

### **6. What is your hope for the future?**

One of the things that has really impressed me over the years about UWaterloo is how it encourages people to see the hidden gaps and figure out ways to fill them. This is part of its entrepreneurial spirit. I came to value this over time, knowing there are systems that helped me, and our students, figure things out; when I was a student, I had to find

these things on my own. I really valued my Arts degree, and I hope that Waterloo continues to be a holistic campus as opposed to focusing only on its greatest strengths, because I think there are many different ways of looking at issues. For example, Laurel Society members visited the Eye Institute, and I learned about the cross-pollination of research and how issues and solutions can emerge from different directions. I hope that UWaterloo gets better and better at nurturing opportunities and finding new ways of making solutions and discoveries happen.

## 7. Why did you decide to leave a lasting legacy beyond your current award?

My husband and I started donating many years ago. I felt the Library needed support and I wanted to step up. I always assumed that I would continue to find ways to support it, even when I'm not here anymore. And my family are really supportive of this. My family believe that UWaterloo has been good both to me and us as a family. We feel it's important to pay it forward. ♥

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*Thank you to Sharon and other donors whose generosity supports and enhances our students' University experience. If you are interested in learning more about how you can help UWaterloo students through awards or scholarships, please visit [uwaterloo.ca/support/scholarship-awards](http://uwaterloo.ca/support/scholarship-awards).*





# IT DOESN'T HAVE TO BE EITHER OR

**When writing your will, you can provide for your loved ones  
AND the causes you care most about, while maximizing tax incentives.**

To find out how you can include UWaterloo in your estate plans,  
contact our gift planning experts at:



[plannedgiving@uwaterloo.ca](mailto:plannedgiving@uwaterloo.ca)

519-888-4567 ext. 32036 or toll-free 1-800-408-8715

\*As always, we encourage you to seek independent legal and financial advice.





# Passings

## Distinguished Professor Emerita Hannah Fournier

*A message from the Department of French Studies published in the Daily Bulletin*



On Saturday, May 20, Hannah Fournier passed away at the age of 81. Colleagues, friends, and former students in the Department of French Studies will remember her as a talented administrator and a pioneering researcher in the field of Early

Modern women's writing and the digital humanities.

Dr. Fournier joined the Department of Classics and Romance Languages at the University of Waterloo as a part-time lecturer in 1966. She completed her PhD at the University of Western Ontario in 1976 and then joined the newly formed department of French Studies as an Assistant Professor. A specialist in 16th-century Renaissance and Reformation literature and in the history of French women writers, she is perhaps best known as a founding member, along with Jean-Philippe Beaulieu (University of Montreal) and Delbert Russell (Distinguished Professor Emeritus, Waterloo), of the MARGOT project which, in 1989, built a textual database of Latin and early

French texts, using software developed at Waterloo for the computerization of the Oxford English Dictionary (OED). Using these tools, and with the help of graduate students, the group published several electronic editions of medieval texts and early modern works by women writers, creating the MARGOT website in the early 1990s. In 2008, in recognition of her important contributions to research, colleagues Guy Poirier, Christine McWebb, Delbert Russell, and François Paré published a volume of essays in her honour: *Dix ans de recherche sur les femmes écrivains de l'Ancien Régime : influences et confluences. Mélanges offerts à Hannah Fournier* (Presses de l'Université Laval).

In addition to her work in the Department of French Studies where she served as chair from 2001 to 2003 and a term as Associate Dean of Undergraduate Studies in the Faculty of Arts, Dr. Fournier was instrumental in the creation of the Women's Studies program, for which she served as co-ordinator from 1981 to 1984. She was also a founding member and served on the board and as treasurer of the on-campus day-care centre Klemmer Farmhouse Co-op Nursery from 1972 to 1975. A generous colleague, Dr. Fournier mentored junior colleagues with grace and good humour.

Predeceased by her best friend Raymond Fournier (2022), Dr. Fournier is survived by her daughter Rachel (Robert) and grand-daughter Giselle.

## Distinguished Professor Emeritus Patrick Harrigan

*A message from the History department published in the Daily Bulletin.*



We are saddened to announce that Dr. Patrick Harrigan, Distinguished Professor Emeritus and former two-term chair in the Department of History, passed away on May 13, 2023. Dr. Harrigan had a long and distinguished career at the University of Waterloo that

began in 1969 and continued long after his regular retirement in 2007 as professor emeritus. He was a leading authority on the history of modern France and of education, subjects upon which he published numerous books and scholarly articles. His path-breaking books included *School, State, and Society: The Growth of Elementary Schooling in Nineteenth-Century France* and *Mobility, Elites, and Education in French Society of the Second Empire*, the latter of which was one of the first to use sophisticated statistical analysis in historical writing. Dr. Harrigan was extremely erudite, possessing an enormous and ever-expanding knowledge of European history. His quench for reading could hardly be slated, with four books considered a light week.

In the last fifteen years of his career, he turned his attention to the history of sport, completing a book on the history of the Detroit Tigers baseball team and its

social impact in Detroit, as well as numerous articles on the history of interuniversity sport in Canada. The city of Detroit and baseball were lifelong passions for Dr. Harrigan, and the opportunity to combine the two was one of the joys of his professional career.

Dr. Harrigan was also a sought-after instructor who provided tremendous intellectual content to every lecture. He was genuinely interested in others and was an engaging storyteller. “When I arrived at UWaterloo, Dr. Harrigan was chair of the History department,” recalls Prof. Bruce. “Although this administrative position was incredibly onerous, he still found the time to read almost every book that his colleagues in the department produced. He did so much less out of sense of obligation, than out of genuine curiosity about what we were all working on.”

His colleagues in the department remember him as both a brilliant scholar and as someone who had a deep and abiding concern for the welfare of animals. One of his most important commitments was his involvement with the Kitchener-Waterloo Therapy Dog Program, offered through St. John Ambulance. For years, Patrick would chauffeur his pugs to local assisted-living facilities to spend time with the residents, filling their afternoons with joy.

Dr. Harrigan had an enormous capacity for friendship. Passionate, highly intelligent, and an honest and wonderful friend, he left an indelible mark upon the History department, his students, and many colleagues. We miss him very much.

## Dr. Palmer Patterson

*A message from the History department published in the Daily Bulletin.*



Dr. Palmer Patterson, retired Professor of History at the University of Waterloo, passed away on May 17, 2023. He was a scholar of the history of Indigenous peoples in Canada, and later in his career of the American South during the post-Civil War period.

Originally from New Orleans, he completed his PhD in History at the University of Washington in 1962 on the Squamish Nation activist Andre Paull. He began his career at St. Jerome's College at the University of Waterloo in 1962, and he joined the Department of History at the University of Waterloo in 1964. As a scholar of Indigenous histories, his monograph *The Canadian Indian: A History Since 1500* (1972) was a pioneering academic study of the history of Indigenous peoples in Canada. He later studied the interactions of European missionaries with the Nisga'a Nation, as well as the histories of Haida and Inuit communities.

Dr. Patterson also lived his scholarship, engaging in social justice and public history activities such as leading a teach-in in protest of violence during the Biafran War in the late 1960s, and writing elementary and secondary school textbooks on Indigenous histories. Those interested in Dr. Patterson's scholarship can consult his fonds in the University archives.

Dr. Patterson retired in 1992, but he continued to pursue his scholarly interests long into retirement. A committed philanthropist, he made a mark both at the University of Waterloo and in the community.

Dr. Patterson is pre-deceased by his wife Nancy-Lou Patterson, Distinguished Professor Emerita at the University of Waterloo and a founding member of the Department of Fine Arts.

## Cassie Bechard

*A message from the Information Systems and Technology (IST).*



The campus community is mourning the loss of friend and colleague Cassie Bechard, who passed away unexpectedly on June 24 as a result of a pulmonary embolism related to a broken ankle.

Cassie came to Waterloo in 2007 for an undergraduate degree in Honours Applied Mathematics. In addition to three co-op terms in the Arts Computing Office (ACO), Cassie also spent a co-op term with the Murray Alzheimer Research and Education Program, as a Web Developer. In 2013, shortly after graduation, Cassie joined Information Systems and Technology as a Computing Consultant, supporting the ACO during their first year, followed by what is now the Faculty of Health, for almost a decade. More recently, Cassie also began supporting Graduate Studies and Postdoctoral Affairs.

Cassie taught courses, led projects and provided outstanding IT support to students, staff and faculty. Whether working with new students or senior administrators, Cassie was equally adept at explaining introductory computing concepts and helping to navigate more complex IT issues, devoting the time and attention needed to put every client at ease. Cassie will also be remembered for a passionate approach to the provision of accessible web sites and documents.

Cassie was an engaged member of the Waterloo campus community and Waterloo Region. Cassie had been a core member of W3+ since 2017 and played an important part of their expansion to be explicitly nonbinary-inclusive. Cassie will also be missed by members of the Rainbow Coalition of Waterloo Region (RCWR), having served as a long-time volunteer and a founding Director and Officer when RCWR incorporated in 2021. Cassie was strongly motivated by a desire to ensure inclusive, safe spaces are available to all.

Cassie was a bright light who will be dearly missed by friends and colleagues and the University of Waterloo community.

## Rohan Jayasundera

*A message from the Physics and Astronomy department.*



It is with heavy hearts and immeasurable sadness that we share with you the news that Rohan Jayasundera has passed.

Rohan worked as a phone installer for Bell while he completed his undergrad degree ('84) and started full time work here as a lab demonstrator after graduation. He was involved first in teaching labs and looked after Phys 111L 112L 353L courses for over a decade. He was given an opportunity to teach Phys 111 and 112 lectures, a role that he excelled in. He received a distinguished teacher award in his first year lecturing, and was soon promoted to continuing lecturer and undergraduate advisor.

Rohan was a master physics teacher, setting the standard for all to aspire to. Over the years, he taught first-year students – most often engineers – the basics of Newtonian mechanics with energy, enthusiasm, and

empathy. Not only did he know the names of each student in his classes, he also got to know many of them personally: their interests, their backgrounds, and their ideals. His office hours were perpetually populated by curious students seeking his friendly and encouraging style accompanying a razor-sharp mind. Students always came first for Rohan, and they knew it. He often selflessly arranged unofficial help sessions on Saturday mornings to ensure all were supported.

Rohan had a rare blend of humility and shrewdness that made him a model departmental citizen. He knew how to navigate the University system, always with the highest goals and best intentions. He sought to improve the teaching profile of the department by mentoring junior faculty and organizing teaching workshops. He sought new and better teaching methods, implementing those that improved the classroom experience.

Rohan was a devoted father, husband, and man of faith. He loved cricket, hockey, and bad jokes.

We have lost an enduring light to the Physics department, the Faculty of Science, and the University of Waterloo. We miss him dearly.

## Chandrika Anjaria

*Published in the Daily Bulletin.*



Longtime Information Systems and Technology staff member Chandrakanta Anjaria died on August 19, 2023.

After receiving a degree in psychology

from Sardar Vallabhbhai Patel University in India, Anjaria emigrated to Canada in 1972 and settled in Kitchener with her husband. She joined the University as a key punch operator for the Department of Computing Services (the forerunner of today's IST) in April 1974.

At the time of her hiring, the University of Waterloo had a single computer centre that handled all the institution's data (from payroll, to student registration information, to library records) and for more than a decade, Anjaria input data into the processing system before shifting to handling quality control for the data centre. Over the years, Chandrika traded punch cards for data tapes as she moved from quality control to the operations side of things, scheduling computer runs and data retrieval.

In 2000, she shifted to the client services side of the department at the Computer Help and Information Place (CHIP), where she remained for the rest of her career at the University. Chandrika's face soon became a familiar one to anyone who darkened CHIP's door in search of support.

Chandrika was well known for her volunteer efforts both inside and outside the University. She served as chair of the University of Waterloo's United Way Campaign in 2000-2001. Outside of work, Chandrika volunteered extensively with the Kitchener-Waterloo Multicultural Centre, the East Indian Community Walkathon, the India Canada Association of Waterloo Region, the Gujarati Association of Waterloo Region, the South Asian Cultural Festival Mela, and CGI outreach for Indian International Students at Conestoga College. She founded Club 55, now known as the South Asian Seniors of Waterloo Region, and the East Indian Ladies Club, formed as a network for the spouses of professors that now provides scholarships to secondary school students.

In 2010 the Focus for Ethnic Women organization recognized Chandrika for her volunteer efforts. She also received Oktoberfest awards and a City of Kitchener Leadership Award. In February 2013, Chandrika received the Queen Elizabeth II Diamond Jubilee Medal for her tireless volunteer work in the community.

She retired in 2013, after more than 39 years at the University.

In retirement, Chandrika travelled with her husband and continued her volunteer involvement in community groups. She is survived by husband Rajiv, her children and grandchildren.

## Distinguished Professor Emeritus Delbert Russell

*A message from French Studies published in the Daily Bulletin.*



It is with great sadness that the Department of French Studies announces that Distinguished Professor Emeritus Delbert Russell passed away on September 24, 2023. Colleagues, friends, and former students will remember him as

a mentor, a talented administrator, and an important contributor to the field of digital humanities.

Dr. Russell completed his PhD in French Literature at the University of Toronto in 1973. After five years at Nipissing University, he joined the Department of French Studies at the University of Waterloo in 1978, achieving the rank of Full Professor in 1990. In addition to chairing the department from 1990-95 and serving as the Resident Director of the Waterloo at the Université de Nantes program on four occasions, Dr. Russell also served as the Faculty of Arts Associate Dean, Graduate Studies and Research, from 1996-99.

In 1983, Dr. Russell published the first book-length study in English on the Québécois writer Anne Hébert. But his most important research contributions were in Medieval Studies. Dr. Russell published a number

of critical editions of early Anglo-Norman texts including *La Vie saint Edmund le Rei* (Oxford, 2014) and *Verse Saints' Lives Written in the French of England* (ACMRS Press, 2012). His most recent work was a multi-year project with co-editors Jocelyn Wogan-Browne and Thelma Fenster resulting in the publication of *Vernacular Literary Theory from the French of England: Texts and Translations, c.1120–c.1450* with Cambridge University Press in 2018. This edition of literary extracts was deemed a “landmark achievement in the ongoing reassessment of the place of French in medieval English culture.” In 1986, his work on critical editions led him to be the Co-Director of the University of Waterloo Centre for the *New Oxford English Dictionary*, the initiative to digitize the *OED*, and Dr. Russell became an early champion of the digital humanities, holding a number of important SSHRC grants to advance work in this new field.

He is perhaps best known as a founding member, along with Jean-Philippe Beaulieu (University of Montreal) and Hannah Fournier (Distinguished Professor Emerita, Waterloo), of the MARGOT project which, in 1989, built a textual database of Latin and early French texts, using software developed for the *OED* project. Under his leadership, MARGOT expanded to include several archival projects and databases that are used by scholars and students to this day. ♥

# We remember

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

## MARY BRUCKLER

Passed away April 1, 2023  
Hired September 1, 1972  
Retired April 1, 1986

## EILEEN K. NEIL

Passed away April 19, 2023  
Hired November 14, 1984  
Retired July 1, 1994

## HELEN WELLER

Passed away April 20, 2023  
Hired March 7, 1969  
Retired April 1, 1992

## ALLAN CONNOLLY

Passed away April 22, 2023  
Hired December 4, 2000  
Retired August 1, 2016  
Survived by spouse  
Kathryn Kempton

## SONYA STADTLANDER

Passed away May 11, 2023  
Survived by spouse Paul

## PATRICK HARRIGAN

Passed away May 13, 2023  
Hired July 1, 1969  
Retired January 1, 2008

## EDITH MODROWSKI

Passed away May 15, 2023  
Hired September 20, 1978  
Retired September 1, 1994  
Survived by spouse Edward

## ANDREI SAZONOV

Passed away May 16, 2023  
Hired January 19, 1998  
Retired April 6, 2020

## E. PALMER PATTERSON

Passed away May 17, 2023  
Hired September 1, 1964  
Retired September 1, 1991

## HANNAH FOURNIER

Passed away May 20, 2023  
Hired September 1, 1967  
Retired April 1, 2004

## BRIAN FORLER

Passed away June 5, 2023  
Hired November 9, 1987  
Retired January 1, 2016  
Survived by spouse Anne

## SHIRLEY DORSCH

Passed away June 21, 2023  
Hired September 13, 1976  
Retired June 1, 1996

## CASSIE BECHARD

Passed away June 24, 2023  
Hired September 1, 2005

## PHYLLIS DIDUR

Passed away July 11, 2023  
Hired August 1, 1990  
Retired June 1, 1999

## ROHAN JAYASUNDERA

Passed away July 18, 2023  
Hired January 1, 1982  
Retired January 1, 2019

## TEMMA GENTLES

Passed away July 22, 2023  
Survived by spouse Paul Kay

## MARY SCHAEFER

Passed away July 29, 2023  
Hired September 4, 1979  
Retired September 1, 1993

## MAY SHANE

Passed away August 4, 2023  
Hired June 1, 1987  
Retired May 1, 2004

## JOHN HILHORST

Passed away August 12, 2023  
Hired December 27, 1966  
Retired March 1, 1992

## DAVID HOWE

Passed away August 15, 2023  
Hired May 1, 1981  
Retired October 1, 2009

## CHANDRAKANTA "CHANDRIKA" ANJARIA

Passed away August 19, 2023  
Hired April 15, 1974  
Retired July 1, 2013  
Survived by spouse Rajiv

## ROSE-MARIE GRUBISIC

Passed away August 31, 2023  
Survived by spouse Vinko

## THEODOZIA RUDENSKY

Passed away September 9, 2023  
Hired May 1, 1976  
Retired September 1, 2009  
Survived by spouse Tony Arndt

## BRIAN DIETRICH

Passed away September 9, 2023  
Hired August 25, 1997  
Retired March 1, 2020

## LUZIA PEREIRA

Passed away September 10, 2023  
Hired February 24, 1991  
Retired November 1, 2007  
Survived by spouse Jose

## DELBERT RUSSELL

Passed away September 24, 2023  
Hired July 1, 1978  
Retired January 1, 2010

## JOHANN UNRUH

Passed away September 29, 2023  
Hired January 15, 1979  
Retired July 1, 1996

# New retirees

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

NAME	POSITION	DEPARTMENT	HIRE	RETIRE
<b>Debbie Anderson</b>	Library Assistant	Library	26-Apr-99	6-Nov-22
<b>Tracy MacDonald</b>	Operations and Project Coordinator	St. Jerome's University	6-Jan-20	1-May-23
<b>Jan Huissoon</b>	Faculty	Mechanical and Mechatronics Engineering	1-Jan-86	1-May-23
<b>Peter van Beek</b>	Faculty	Cheriton School of Computer Science	1-Jul-00	1-May-23
<b>John Haney</b>	Manager, Optical Services	School of Optometry and Vision Science	26-Sep-95	1-May-23
<b>Rosemary Morrison</b>	Referral Management Coordinator	School of Optometry and Vision Science	25-Jun-01	1-May-23
<b>Linda Robinson</b>	Faculty	School of Accounting and Finance	1-Sep-03	1-May-23
<b>James Munro</b>	Faculty	Cheriton School of Computer Science	1-Sep-71	1-May-23
<b>Andrew Heunis</b>	Faculty	Electrical and Computer Engineering	1-Sep-85	1-May-23
<b>Sundar Rajasekaran</b>	Stationary Engineer 2nd Shift Engineer	Plant Operations	17-Apr-18	1-May-23
<b>Anne Freemark</b>	Regional Manager, East	Co-operative and Experiential Education	7-Sep-99	1-May-23
<b>Siobhan Brennan Marciniak</b>	Student Advisor	Co-operative and Experiential Education	24-Oct-11	1-May-23
<b>Ryck Marciniak</b>	Account Manager - East Region	Co-operative and Experiential Education	20-Nov-17	1-May-23
<b>Sahenaz Lakhani</b>	On leave		5-Dec-88	1-May-23
<b>Efrem Sandy</b>	IST Network Technician	Information Systems and Technology	26-Mar-07	1-May-23
<b>Daryl Enstone</b>	Research Associate	School of Optometry and Vision Science	1-Jun-12	1-May-23
<b>Gail Henry</b>	Circulation Desk Co-ordinator, Davis Centre	Library	08-Sep-86	1-Jun-23
<b>Brenda Hebner</b>	Senior Manager, Research Contracts	Office of Research	01-Jan-85	1-Jun-23
<b>Barb Moffatt</b>	Faculty	Biology	01-Aug-87	01-Jun-23
<b>Jonathan Buss</b>	Faculty	Cheriton School of Computer Science	01-Sep-86	01-Jun-23
<b>Rosemarie Guderian</b>	Student Services Advisor	Engineering Undergraduate Office	15-Dec-05	01-Jun-23
<b>Dave McDougall</b>	Manager, Outreach Activities	Waterloo Undergraduate Student Association (WUSA)	01-Apr-91	01-Jun-23
<b>Marlee Spafford</b>	Faculty	School of Optometry and Vision Science	01-Jun-81	01-Jun-23
<b>Lilian Videla</b>	Food Services Assistant	Food Services	04-Jan-22	01-Jun-23
<b>James Merli</b>	Electronic Technologist (on leave)	Mechanical and Mechatronics Engineering	12-Dec-88	01-Jun-23
<b>Julie Jamieson</b>	Human Resources and Payroll Administrator	Renison University College	01-Feb-19	01-Jun-23
<b>Adam Kolkiewicz</b>	Faculty	Statistics and Actuarial Science	01-Jan-91	01-Jul-23
<b>Rhona Hanning</b>	Faculty	School of Public Health Sciences	1-Jul-00	1-Jul-23
<b>Kenneth Vetzal</b>	Faculty	School of Accounting and Finance	01-Jul-90	01-Jul-23



<b>NAME</b>	<b>POSITION</b>	<b>DEPARTMENT</b>	<b>HIRE</b>	<b>RETIRE</b>
<b>Marilyn Thom</b>	Administrative Assistant to the Director, CORE	Centre for Ocular Research and Education	15-Jun-98	01-Jul-23
<b>Karen Majaury</b>	Catering and Events Administrative Coordinator	Food Services	27-Mar-89	01-Jul-23
<b>Laurie Robertson</b>	Building Serviceperson I-Carpenter	Plant Operations	19-Feb-01	01-Jul-23
<b>Marie Amodeo</b>	Program Manager	School of Optometry and Vision Science	01-Jun-81	01-Jul-23
<b>Timothy Farrell</b>	Systems Integration Specialist	Information Systems and Technology	02-Jun-80	01-Jul-23
<b>Lesley Wade</b>	Acquisitions Associate	Library	16-Jun-89	01-Jul-23
<b>Dan Hergott</b>	Information Technology Specialist	Cheriton School of Computer Science	14-Dec-92	01-Jul-23
<b>Jonathan Kofman</b>	Faculty	Systems Design Engineering	01-Sep-04	01-Jul-23
<b>Nancy Maloney</b>	Administrative Coordinator, Graduate Studies	Pure Mathematics	07-Jan-91	01-Jul-23
<b>Rossana Frowd</b>	Food Services Assistant	Food Services	25-Sep-89	01-Jul-23
<b>Jason Blokhuis</b>	Faculty – Renison University College	Renison University College	01-Jul-11	01-Jul-23
<b>Oscar Nespoli</b>	Faculty	Mechanical and Mechatronics Engineering	26-Mar-07	01-Aug-23
<b>Mary Hardy</b>	Faculty	Statistics and Actuarial Science	01-Sep-97	01-Aug-23
<b>Barb Yantha</b>	Computing Consultant	IST Service Desks	22-Sep-88	01-Aug-23
<b>Derek Madge</b>	Events Co-ordinator, Instructional Technologies and Media Services	IST-Technology Services	01-Feb-99	01-Aug-23
<b>Kwan Wai (Matthew) Wu</b>	Assistant Catering Serviceperson	Food Services	10-Apr-08	01-Aug-23
<b>Debra Thompson</b>	Financial Administrator	Science – Infrastructure and Technical Resources	16-Jul-13	01-Aug-23
<b>Ilie Pasca</b>	Registered Mechanical Design Engineer/Consultant	Plant Operations	14-Feb-11	01-Aug-23
<b>Stephen Simone</b>	Residence Attendant	Campus Housing	26-Nov-12	01-Aug-23
<b>Laura Marrone</b>	Laboratory Instructor	Chemistry	01-Jul-11	01-Aug-23
<b>Debbie Goer</b>	Career Advisor	Co-operative and Experiential Education (on leave)	01-Nov-95	01-Aug-23
<b>Ralph Wind</b>	Building Serviceperson II – Carpenter	Plant Operations	12-Apr-10	01-Aug-23
<b>Gordon Agnew</b>	Faculty	Electrical and Computer Engineering	01-Sep-78	01-Sep-23
<b>Fakhreddine Karray</b>	Faculty	Electrical and Computer Engineering	01-Jan-97	01-Sep-23
<b>Paul Stolee</b>	Faculty	School of Public Health Sciences	01-Aug-04	01-Sep-23
<b>Christine Rutter</b>	Systems Integration Specialist	IST – Network Services	02-Jan-90	01-Sep-23
<b>Bernie Rutter</b>	Windows System Administrator	Environment – MAD Client Services	22-Aug-05	01-Sep-23

CONTINUED →

## RETIREMENTS

NAME	POSITION	DEPARTMENT	HIRE	RETIRE
Duane Kennedy	Faculty	School of Accounting and Finance	01-May-81	01-Sep-23
Margaret Insley	Faculty	Economics	01-Jul-02	01-Sep-23
Catherine Van Esch	Administrative Coordinator, Graduate Studies	Chemistry	22-Nov-93	01-Sep-23
Katherine Jackson	Chem 13 News Secretary	Chemistry	04-Aug-80	01-Sep-23
Margaret Dalziel	Faculty	Conrad School of Entrepreneurship and Business	01-Jan-13	01-Sep-23
Sandor Koso	Account Manager	Co-operative and Experiential Education	05-May-97	01-Sep-23
Catherine Seitz	Academic Services Coordinator	Engineering Undergraduate Office	17-Jun-96	01-Sep-23
Rose Koebel	Communications Design Specialist	Library	03-Apr-89	01-Sep-23
Dongqing Li	Faculty	Mechanical and Mechatronics Engineering	01-Sep-08	01-Sep-23
Paul Gatcke	Head Baker	Food Services	27-Aug-79	01-Sep-23
Larry Robinson	Custodian I	Plant Operations	08-Jul-13	01-Sep-23
Jean Lowry	Project Director	Statistics and Actuarial Science	24-May-16	01-Sep-23
Ingrid Cowan	Associate Vice-President, Development and Advancement Strategy	Advancement	01-Apr-11	01-Sep-23
Marilena Manu	Associate Team Leader, Food Services	Renison University College	01-May-17	01-Sep-23
Zdenko Milos	Lecturer, English Language Institute, EFAS	Renison University College	06-Jul-15	01-Sep-23
Dorinda Cerqueira-DeBrito	Custodian (On leave)	Plant Operations	10-Oct-00	01-Sep-23
Stephen Brown	Book Buyer (On leave)	Print + Retail Solutions	08-Jul-96	01-Sep-23
Eugenia Danciu	Custodian (On leave)	Plant Operations	24-Nov-03	01-Sep-23
Edna Nelson	Faculty	Sociology and Legal Studies	01-Jul-91	01-Sep-23
Douglas Spence	Electrical Helper	Plant Operations	18-Jul-11	01-Sep-23
Pauline McAughey	Research Financial Analyst	Office of Research	15-Nov-99	01-Oct-23
Jennifer Ferguson	Assistant Director, Housing Occupancy and Marketing Services	Campus Housing	07-Sep-82	01-Oct-23
Stephen Sempson	IT Specialist – Applications	Engineering Computing – Operations	04-Nov-91	01-Oct-23
Louise Buhlman	Account Co-ordinator	Co-operative and Experiential Education	24-Jan-94	01-Oct-23
Shirley Lokker	Academic Services Coordinator	Engineering Undergrad Office – Operations	19-Jun-06	01-Oct-23
Jane Dean	Administrative Officer	Electrical and Computer Engineering	11-Jun-12	01-Oct-23
Reginald Leland	Computing Consultant	IST - Service Desks	05-Jun-82	01-Oct-23
Chris Halonen	University Records Manager	IST - Information Security Services	08-Sep-09	01-Oct-23
Sheila Bodemer	Research Coordinator	School of Public Health Sciences	01-Feb-10	01-Oct-23
Wendy DesChamp	Admissions Officer (On leave)	Registrar's Office	19-May-03	01-Oct-23
Deborah Gabriel	Appointment Desk Receptionist (On leave)	School of Optometry and Vision Science – Optometry Clinic	15-Dec-89	01-Oct-23

# UWRA BOARD OF DIRECTORS

2023-2024

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Shirley Thomson\* (2007-2014)  
Ester Kipp\* (1994-2004)  
Bob Norman (2008-2016)  
Terry Weldon (2006-2018)  
Alan George (2015-2021)

\*with us in spirit


(Years of service on Board)



EVERY  
FRIDAY

# BEYOND THE BULLETIN PODCAST

A biweekly 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.

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## University of Waterloo Retirees Association (UWRA)

### MEMBERSHIP APPLICATION AND RENEWAL FORM

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Amount  Lifetime \$130.00  
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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](http://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](http://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**.

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