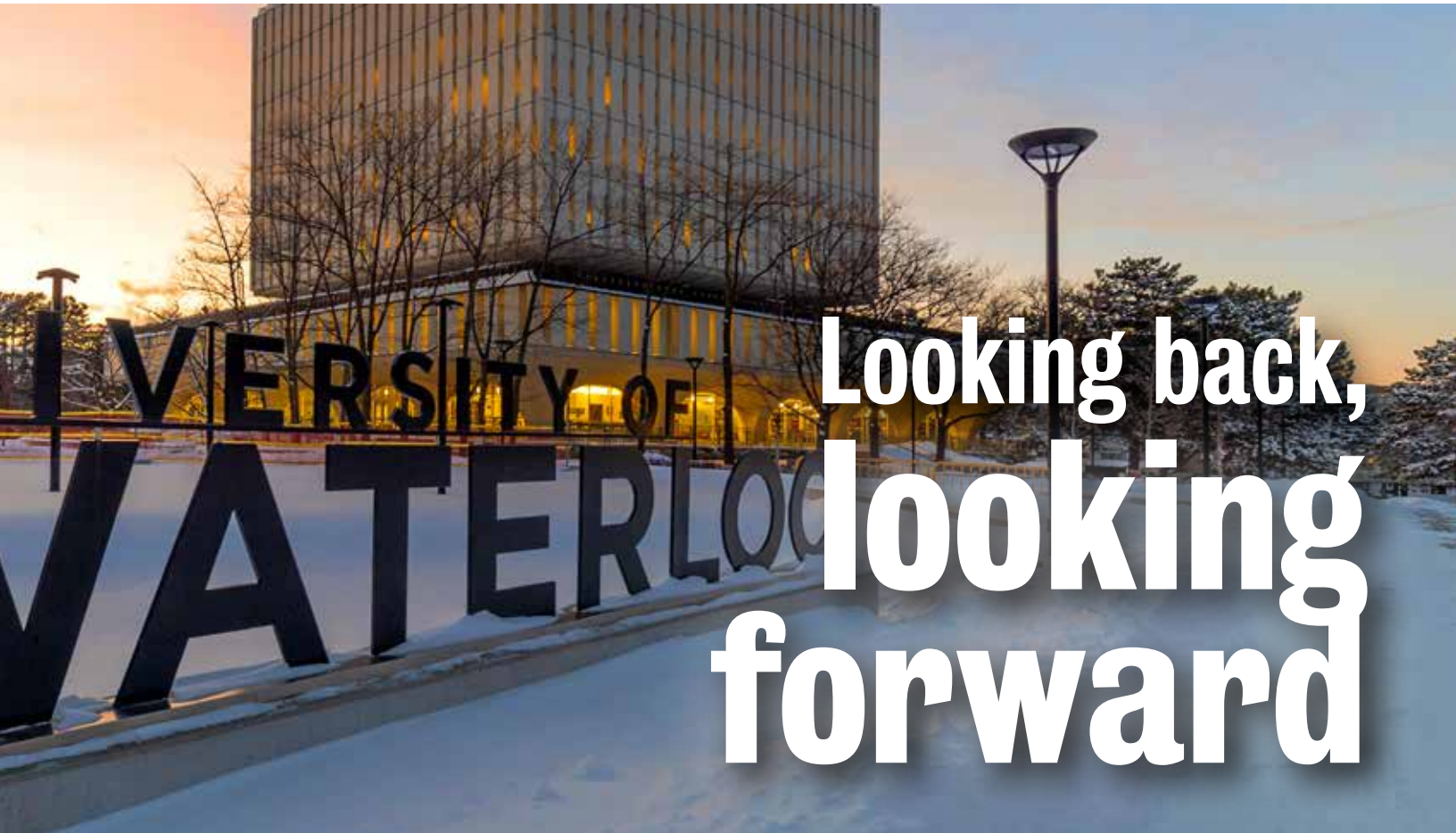


WATtimes

WINTER/SPRING 2025

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looking
forward

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**The three “P’s” of the University
of Waterloo Computer Museum**



UNIVERSITY OF
WATERLOO

WATtimes

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WATtimes asks retirees to go green!



Our WATtimes magazines are available in electronic format on our website at uwaterloo.ca/retirees-association/wattimes

In support of the University of Waterloo’s sustainability mandate, UWRA encourages retirees who are comfortable reading WATtimes in digital format to request a ‘No Mail’ option on their contact profile. You’ll still receive advance notification via email when each issue is published, but you won’t receive a paper copy in the mail.

If you wish to select this option, simply email the Membership Coordinator, Christine Wagner, at cpwagner@uwaterloo.ca with a No Mail for WATtimes request.

FROM THE EDITOR

Editor's message

Many of us greet a new year with mixed feelings – a sense of nostalgia for old times often outweighs anticipation of what the future holds. It is a matter of looking back and looking forward. This issue of WATtimes gives you a good balance of both.

If you enjoy nostalgia, look to our newest feature “Then and Now.” Here we feature a report from the Wednesday, May 17, 2000 *Daily Bulletin*, detailing the agenda of the AGM of the same UWRA that brings you WATtimes. There are a lot of familiar names! At the same time, we hope you will look forward to the 2025 AGM on May 14 this year. As Ron Champion explains in his president's message, there will be important decisions to be made about governance issues and a new board to be confirmed.

For nostalgia buffs, there is even more history to enjoy. Alongside our feature article introducing the UW Computer Museum, you will find a reminiscence by one of the co-founders, Trevor Grove. Rereading these pieces reminds me of another Waterloo story I recently rediscovered: Chris Redmond's unofficial history of the University as told by Simon the Troll. You can find *Water under the Bridge* in book form published by UW in 1998 or digitally at uwaterloo.ca/water-under-the-bridge. A great read!

Along with our regular features, including a pension and benefits update by David Taylor, this issue of WATtimes looks back at recent activities and events organized and promoted by your UWRA since last year. For example, our fall 2024 luncheon featured a popular presentation about protecting yourself against fraud, which prompted us to ask one of our writers to share tips for avoiding unsavory offers. But not every good deal is potentially dangerous, as you'll find out from Joe Allen, who shares his tips for saving money every day.

And this issue also looks forward – to spring, to future luncheons, events, and activities. I hope you will consider how you can actively enjoy the benefits of being part of the UWRA. Get involved with our activities, join us at the AGM, and continue to celebrate the success of last year's “Thriving in Retirement” CURAC conference by attending the upcoming one in May 2025! 🍷

All the best,

JUDI JEWINSKI

jjewinski@uwaterloo.ca



President's message

BY VIVEK GOEL, PRESIDENT AND VICE-CHANCELLOR



Dear Retirees,

As we continue to explore the theme of thriving in retirement in this issue of WATtimes, the ideas of community and connection come to mind. In a world facing various challenges, from geopolitical tensions to economic uncertainties, staying engaged with a supportive community can provide a sense of belonging, intellectual engagement, and practical support.

For retirees who have lost the daily interactions with a workplace community, finding ways to stay connected is especially important. In my own research with colleagues we found that loneliness in community-dwelling seniors was associated with increased likelihood of needing health services including transition to long-term care.

Earlier this year, the University proudly unveiled our new institutional values to *think differently*, *act with purpose*, and *work together*. These values are grounded in the idea of community – to be successful in achieving our vision, we must act as one community.

I hope that when you read these values, you recognize some of what drew you to the University of Waterloo and inspired you in your work. As retirees, you remain an important part of our community of curious, collaborative, innovative, and entrepreneurial problem-solvers and leaders. Current Waterloo

students, faculty, and staff continue to build on the work of you and your colleagues, as we seek to understand and identify solutions for the future of humanity and our planet.

The University of Waterloo Retirees Association is a great resource for reconnecting and maintaining a link not only to the University, but to its community. Whether you are newly retired or have been retired for a while, engaging with community is vital to exploring new interests and establishing healthy habits.

Within these pages, you can explore some of our institution's history in a feature, "Then and now." You'll also learn how to guard against fraud and maximize your savings. Plus, you'll get a behind-the-scenes tour of Waterloo's Computer Museum, one of a number of museums on our campuses, including the Earth Sciences Museum, the Art Gallery, and Brubacher House Museum. (Perhaps you'll consider a visit to one as one of many ways to stay connected to our campuses!) ♥

Sincerely,

A handwritten signature in black ink that reads "Vivek Goel". The signature is fluid and cursive.

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 RON CHAMPION



2025.

That's quite the number! Persons of my vintage remember 1961. (My father pointed out that the year is still 1961 if turned upside down. I thought that was pretty cool.) And 1984! At one time, 1984 and George Orwell's society were too far in the future for me to fathom. Then came the dreaded Y2K, the year 2000 when doomsayers predicted that airplanes would fall out of the sky. Thankfully, Orwell was (mostly) wrong, and Y2K was only a blip.

Your University of Waterloo Retirees Association is giving you plenty of reason not to dread 2025, with a variety of events and presentations designed to help you remain active mentally, physically, and socially – to help you *thrive in retirement*. This year will build on the last half of 2024, when the UWRA organized eight events for retirees, plus a national conference last May for retirees from across Canada. (You'll find recordings of some presentations and photos on the UWRA website.)

The UWRA has collaborated with the UWSA and FAUW to organize four retirement planning workshops that were hosted by RTOERO – an affinity partner of CURAC, the national association of college and university retiree associations, which includes UWRA. Almost 300 staff and faculty attended the workshops. Watch for further UWRA collaboration with the UWSA, FAUW, and the University's unions; after all, their members are UWRA's future members.

After 37 years, it's reasonable that the UWRA review how it's governed. The UWRA is an interesting beast: we're not incorporated; we're not a registered charity; we're not an office or department of the University of Waterloo (even though often we feel we are). We can confirm that the UWRA is a not-for-profit organization dedicated to serving the needs and interests of UWaterloo retirees. To clarify who we are, what we do, and how we operate, your Board of Directors has been working on the UWRA's governance documents. You'll get to review the documents soon, and you're invited to attend the **UWRA AGM on May 14** when UWRA supporting members will be asked to approve the updated governance model.

Enjoy this issue of WATtimes. Enjoy the events and presentations organized for you in the coming months – including *Brew Crew* gatherings, held at 10:00 a.m. on the second Thursday each month. Contact any member of the UWRA Board with questions, suggestions for activities, concerns – or to offer to help in some way.

In closing, I want to express an enthusiastic "Thank you!" to every member of the UWRA Board for their dedication and support. Some contributions – like this issue of WATtimes – are more visible than others, but every director devotes significant time and energy to serving their fellow retirees. ♥

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to tell us what you think of this issue of WATtimes, what you'd like the UWRA to offer next year and beyond, ideas for presentations, or whatever – we'd love to hear from you.

CURAC 2025 National Conference May 21-23

*The Well-Being of the
Person, the Community,
and the Planet*

Hosted by the
McGill University
Retiree Association



Save the date – CURAC conference in May 2025

MCGILL UNIVERSITY RETIREE ASSOCIATION
HOST OF THE 2025 COLLEGE AND
UNIVERSITY RETIREE ASSOCIATIONS OF
CANADA NATIONAL CONFERENCE

You are invited!

We look forward to welcoming you to the 2025 National Conference of the College and University Retiree Associations of Canada (CURAC) May 21-23, 2025. The McGill University Retiree Association (MURA) will host the event in Montréal as part of its 10th Anniversary celebrations. Don't miss this opportunity to reconnect with colleagues, make new acquaintances, share valuable information about your associations, and partake in presentations by local academics based on the conference theme, **The Well-Being of the Person, the Community and the Planet.**

This will be the first CURAC conference that will offer simultaneous translation and the opportunity to join virtually.

ORGANIZING COMMITTEE:

Jacques Derome and Ginette Lamontagne, Co-Chairs
Mercedes Delacroix, Kate Maguire, Lina Naso, Bob Stanley

Please send inquiries to mura-arum.association@mcgill.ca.

You will have the option to attend the complete 3-day conference (all CURAC Board meetings and AGM, welcome cocktail reception, conference and awards banquet) or ONLY the welcome cocktail reception and awards banquet, or ONLY the full day conference), or virtually via Zoom.

ACCOMMODATIONS:

If you have never visited Montreal before – this is your chance!

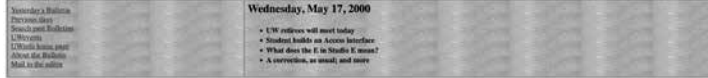
Blocks of rooms have been reserved for conference participants at preferential rates in hotels within walking distance of the McGill University Campus as well as McGill student residences.

You will be near the downtown core of the city, close to restaurants, galleries, museums and shopping.

CONFERENCE LOCATION:

The Welcome Reception and Conference will be held at the historic and elegant McGill University Faculty Club and Conference Centre. The Welcome Reception will take place in the Billiard Room and the Conference in the Ballroom. A tour of the building will be available.

For more information visit: mcgill.ca/mura-arum/conference.



Then ...

Wednesday, May 17, 2000

UW retirees will meet today

Some prominent people from UW's history are still making a contribution to the university through the UW Retirees Association, the agenda for today's annual meeting of the association shows.

They include Don Brodie, dean of science 1982-1990, now representing retired faculty and staff in the Keystone Fund campaign; Bob Whitton, first editor of the Gazette and long-time media relations manager, now heading the communications committee for the association; Jay Howard, long-time mechanical engineering professor, the retiree representative on UW's pension and benefits committee; and Harold Ellenton, physics professor who started work at UW the day it opened for business, July 1, 1957, and retired in 1994, who is UWRA's treasurer.

And then there's Lynn Watt, who will finish four years as president of UWRA at today's meeting. Watt was, first of all, a professor of electrical engineering from 1966 to his retirement in 1990 – but he also served as dean of graduate studies 1969-70, 1972-83, and 1987, and acting dean of research 1988-89. He chaired the committee that wrote the 1972 University of Waterloo Act, and served on countless other UW committees (and Ontario-wide councils too) over the years.

In 1996, he was made an Honorary Member of the University, with a citation pointing out that “Dr. Watt is nationally recognized for his contributions to public policy issues related to research funding, federal and provincial Centres of Excellence, graduate studies, and graduate planning and appraisal. His record of service at the university, provincial and national levels is exemplary.” After retirement he continued to work on province-wide research issues.

As he finishes his years heading the retirees' association, he'll turn that role over to Muriel Shepherd, who's retired from the dean of arts office. (The past president of the association is Dave Copp, retired from the research office and the co-op and career services department.)

Today's meeting will include committee reports and the election of new executive members, but “not much business”, to allow for plenty of social time, says the UWRA's membership chair, Esther Kipp, also retired from the dean of arts office.

At last count the association had 145 life members and 139 yearly members, its newsletter reports, and many are involved in activities that range from a bursary fund to a project collecting “oral history” interviews about UW's early years. At the meeting today, Shepherd and the co-chair of the oral history project, Steve Little (retired as UW's secondary school liaison officer), will report on it. The association also sponsors social events such as theatre trips; Kipp will be leading an outing to “Mom's the Word” at the Grand Theatre in London next Wednesday.

This afternoon's meeting starts at 1:30 in the west quad lounge of Ron Eydt Village. ♥

Now ...

MARK YOUR CALENDAR
FOR MAY 14, 2025!

That's when this year's AGM is taking place! See how far we've come?

THEN (2000)	NOW (2025)
145	482
139	95
284	577

UWRA life members
UWRA annual members
Total members

UWRA Fall 2024 activities and events

In addition to annual holiday receptions in December, your UWRA Social Events Committee hosts spring and fall luncheons featuring presentations on topics of interest to members and their guests. These luncheons are popular ways of socializing with longtime UW friends and colleagues and of making new friends in a relaxed atmosphere with good food and drink. Our next luncheons are scheduled for March and October 2025.

UWRA's Fall Luncheon was held on Tuesday, October 29, 2024, in the Ruby Room at The Village of University Gates, just off the University of Waterloo's North Campus.

Our guest speaker was Detective Constable Mike Payne, a police officer with Waterloo Regional Police for over 27 years. A favourite presenter at last May's CURAC conference, Mike is Chair of the Waterloo-Wellington Elder Abuse Prevention Council, Vice-Chairperson of Law Enforcement Agencies and Partners Protecting Seniors, and a member of the Ontario Securities Commission – Seniors Expert Advisory Committee.



Mike is currently assigned to the Fraud Unit. His topic for the luncheon was “Deceptive Realities and Scams.” After a delicious lunch, Mike detailed how to avoid being scammed in a variety of contexts: Advance Payment Scams, Romance Scams, Extortion Scams, Emergency Scams, among others. He also included explanations of Business Compromise Scams, Phishing, and Ransomware. Attendees received a copy of a brochure available from the Canadian Anti-Fraud Centre: Fraud in Canada: Recognize, Reject, and Report it! (For more information, please visit antifraudcentre.ca and read Karen Clark's article on page 8 of this issue of WATtimes.)



UWRA's Holiday Reception was held on Thursday, December 5, 2024, in the second-floor lobby of the B. C. Matthews Hall Expansion. Thanks to board members Christine Wagner and Rose Vogt, registration was seamless.

The weather didn't dampen the spirits of the more than one hundred in attendance, who enjoyed food and drink while catching up with friends and former colleagues. They were welcomed by guest speaker, Lili Liu, Dean of Health, whose address emphasized how vital retirees are to the University community.



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During 2024, your UWRA Board created a Presentation and Events Committee, whose purpose is to expand the number and kind of events open to our retiree community. The following presentations and outings took place during fall 2024 – all of which were well attended and well received.

- › Mark Weber, Special Advisor to the Provost on Leadership Strategy and Development, spoke on *Recent Developments at UW: An Update on Progress and Challenges*. This excellent presentation was so captivating that it continued for almost two hours.
- › We've held four outdoor excursions with each one attracting approximately 20 individuals. Feedback on these outings makes it clear that these kinds of 1–2-hour activities are highly desired and appreciated.



› A hike along the Health Trail in St. Jacobs followed by an enjoyable lunch at Chef Duff in St. Jacobs.



- › A hike through the Schneider Bush Track featuring views of Sunfish Lake.
- › Mary-Allen Uptown Waterloo Guided Tour with Tricia Siemens, former Waterloo City Councillor, through Waterloo's earliest homes and commercial areas.



› A hike along the GEO Time Trail with special introduction by Alan Morgan, Professor Emeritus, UW, who developed this unique hike in cooperation with the City of Waterloo.



- › An evening at the Tasting House in St. Jacobs to explore local wine and culinary delights of Waterloo Region. Fifteen people enjoyed the opportunity to sample seven different wines, paired with various cheeses, as well as learn about the wines and their production secrets, as well as innovations in Canada's wine industry. Host Terry was both informative and entertaining!

The Presentations and Events Committee has several activities on the horizon, including presentations, workshops, "Let's Get Active," and virtual partnership connections. Here are a few to watch for in 2025 that will be highlighted in the next few months on the "Events" tab of the UWRA website.

- › Seizing Happiness through Adversity with Dr. Brian Orend
- › Additional hiking, x-country skiing and snow shoeing outings
- › A half-day workshop highlighting exercise, diet, and yoga therapy
- › Meet the Future: A front seat to an evolving technology landscape. ♥

The committee is always looking for additional suggestions. Please send your thoughts our way.



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Guard against fraud

BY KAREN CLARK



I'll bet sometime this past year you have received a message from someone posing as either Canada Customs, or the Canadian Revenue Agency, or maybe a bank you don't normally do business with. The details in the message will vary, but the general gist is always the same: your package or your account or your tax return has encountered difficulties, so you must call or click on the link or do something right away before some terrible thing happens.

These messages use tactics that create urgency and stress. They sound convincing and tell you that you must act now to avoid repercussions. Many people fall victim to these scams.

According to the Canadian Anti-Fraud Centre, as of the end of October 2024, almost 29,000 victims of fraud in Canada lost \$503 million to various scams. The Anti-Fraud Centre also says that these figures may underestimate by as much as ten times the amounts actually lost.

Fraud is also the leading crime committed against seniors in Canada. Some of the most prevalent activities are:

Identity theft: A con artist will steal your personal information so they can pretend to be you and then apply for a credit card, take out a loan or mortgage, get a cell phone or withdraw bank funds. The con artist will try to get your bank card number and personal identity number (PIN), your credit card number, health card number, driver's license and Social Insurance Number (SIN).

Online scams: There are countless online scams with new ones appearing all the time. Scam e-mails are often easy to spot because of spelling and other mistakes, but some can look like they are coming from a person or organization you know.

Phone and door-to-door scams: Phone and in-person scams are also very common. Someone will call or come to your door pretending to be a representative of a charity, an employee of a credit card company, or even a distant relative.

As widespread as fraud is, you can still protect yourself.

TIP #1

Do not give money over the Internet to people you don't know..

If you don't know a person, and they ask for money, say "no" until you can confirm what is going on. Unless you know the person or organization you are dealing with, never give out your credit card, bank account, or personal information to someone over the phone, at the door, or over the Internet.

Tip #2

Do not click on links or provide personal information or account numbers to any person or company you are not 100 per cent sure of.

In general, never, ever share your passwords.

If you have doubts, contact the company and talk with them directly.

Tip #3

If it sounds too good to be true, it probably is a scam.

If someone who contacts you says you have won a prize or received some other windfall, but they first need you to send them some money, you can be quite certain that they are not interested in giving you anything but grief.

Tip #4

Talk to someone you trust.

Some scams, especially investment scams, are very sophisticated and use various means to fool and ensnare people. If you are thinking of an investment opportunity with a company not known to you, talk with someone you trust, or check with your provincial securities commission. Con artists may ask you to not tell other people about your arrangement with them, which is a clear red flag.

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.



Other safeguards against Identity Theft and fraudulent contractors

Protect against identity theft. Keep all your personal documents in a secure place. If you don't need them, do not carry your birth certificate, passport, or SIN card. Never tell another person your PIN or account passwords. Cover your hand when entering your PIN at bank machines and when making store purchases. Safely dispose of old bills and statements. Shred them if you can.

Protect yourself from fraudulent contractors. Do not sign an agreement or contract to buy anything without giving yourself time to think it over. If a salesperson insists that an offer is time limited and you must decide that moment, it is probably better not to buy. Before hiring someone or agreeing to have work done on your home, ask for proof of identity and references – and check them.

Report fraud

If you fear you are the victim of a fraud, contact your local police. While the volume of fraudulent activities presents many challenges for local law enforcement, as Mike Payne made clear at the October luncheon, the more police are made aware of these crimes, the better able they are to combat them.

You can also contact the federal Anti-Fraud Centre at 1-888-495-8501.

Online resources

Follow these links to report fraud online and learn more about scams involving messages about federal programs.

Report fraud and cybercrime: antifraudcentre-centreantifraude.ca/report-signalez-eng.htm

Scam alerts: canada.ca/en/revenue-agency/corporate/scams-fraud/recognize-scam.html#h3 ♥

Taking advantage of senior discounts

BY JOE ALLEN



Telecom manager at Waterloo from 2008 to 2014, Joe Allen retired in 2021 from IST. He is currently the UWRA's Executive Secretary.

I love to save money. Who doesn't? However, it's more than just the savings. Looking for bargains is actually a fun challenge for me. No matter how well I do in life, I always look for deals.

I like to think I am frugal. By frugal, I don't mean cheap. I mean that I am happy to pay for value. For instance, when we took the family to Walt Disney World, it cost a lot of money. But it was worth it! Mind you, if I could have gotten a better deal, I certainly would have taken it. In my case I did save some money. At the time, my family (2 adults, 3 children) used 5 days of a 7-day Disney Park pass. When we got home, I sold the other 2 days on Kijiji.

Another mantra of mine is to reuse wherever possible. It bothers me to no end how this is such a throw-away society. Recently, when doing indoor and outdoor renovations at my home, the workers wanted to junk the old cabinets, decking, wood, and flooring. Instead, I kept it all, removing the nails, reusing the wood for other projects, and installing the old cabinets in my garage.

As another example, I use a 10-foot extension pole to paint. One day the end broke off, making the pole useless. Rather than buying a new pole for about \$40, I went to five different stores until I finally found a replacement end that I was able to make work. It wasn't perfect, but at least it saved me from throwing away a perfectly good pole. I would encourage everyone to look for ways to reuse things if they can. Mind you, everything comes with a price tag (time, money, effort), and if you can't afford it, it may not be possible.

Now that you know a little bit about me, let me share with you some tips on saving money, including readily available discounts for seniors. In some cases, everyone can benefit.

Did you know that if the total bill for fast food is \$4 and under it is taxed at 5%, but if the total is over \$4 it is taxed at 13%? So, if the total is exactly \$4 the tax would be 20 cents. However, if the total is \$4.01, the tax is 52 cents. The difference of a penny means an extra 32 cents paid in tax! If you buy two separate meals for \$4 each, paying for them separately costs a total of \$8.40. Paying for them together comes to 64 cents more. When you think of how often we buy fast food or coffee, it adds up. Although it's not always possible to find food for under \$4, it is simple to request two separate orders politely. Servers always oblige.





Have you ever noticed that gas prices are usually highest first thing in the morning and slowly decrease during the day? Sometimes the difference can be as much as 5 to 10 cents per litre. Did you know that many gas companies offer discounts? For example, having a CAA membership gives you 3 cents per litre off at Shell gas stations and having an Air Miles card saves you another 2 cents off. For me, waiting to buy gas later in the day at Shell can save up to 15 cents per litre. For anyone who buys a lot of gas, this is a big deal. There are also websites and radio stations that tell you if gas prices are going up or down, or staying the same which can help you decide when you should fill up for the best deal.

Always keep in mind that senior discounts are pretty common and that it's rare when there isn't a discount. No matter where you are, before paying for something, just ask if there is a senior discount. There's no harm in it. Attending a hockey game, going to a restaurant, shopping at a pharmacy, or even grocery shopping may qualify you for savings.

While researching this article, for example, I discovered that Subway offers a senior discount. I have been buying subs for many years and never knew this. Recently I bought a new hot water heater for approximately \$950 from RONA. Afterwards I found out that seniors get 10% off at Rona on the first Tuesday of every month. Had I only timed my purchase carefully, I would have saved about \$100! Even if you don't need anything at RONA, maybe your kids do, and you can help them save a little extra on the purchase.

The following website is an excellent place to start to find senior discounts:

canadianseniorsdirectory.ca/canadian-seniors-deals-and-discounts. Talk to your friends and share notes on where the discounts are. And when you go shopping, don't hesitate to ask at the checkout whether they offer seniors' discounts. You might be pleasantly surprised.

Here are some examples of discounts available to seniors in Ontario:

- > **Shoppers Drug Mart:** Offers a 20 per cent discount on regular-priced items to customers 55 and older on most Thursdays. Some locations may limit the discount to customers 65 and older.
- > **Rexall:** Customers 55 years of age or older can save 20 per cent on regular priced merchandise every Tuesday with a Be Well™ rewards card.
- > **Giant Tiger:** Offers monthly Senior Discount days, 10 per cent off customers 60 and older.
- > **Pet Valu:** Offers a 10 per cent discount on regular-priced items to age-eligible seniors on the last Thursday of the month.
- > **Salvation Army Thrift Stores:** Offers a 10 per cent senior's discount on all items every day.
- > **Michael's:** Offers a 10 per cent senior's discount every day if you ask for it.
- > **RONA:** Offers a senior discount of 10 per cent on the first Tuesday of each month at RONA and RONA + participating stores.
- > **Goodwill Industries:** Offers a 25 per cent discount to seniors (55+) on the second Monday of every month.
- > **Ontario Parks:** Offers discounts on day use fees to Ontario residents aged 65 and over and Ontario residents who possess a CNIB identity card or Ministry of Transportation accessible parking permit.

Many restaurants offer discounts to seniors, including:

- > **Mandarin Chinese Buffet:** 20 per cent for over 65
- > **Imperial Buffet:** 35 per cent on weekdays
- > **Ricky's All-day Grill:** over 65, 10 per cent
- > **Subway:** 10 per cent
- > **Taco Bell:** free drinks for seniors
- > **Arby's:** 10 per cent
- > **Wendy's Restaurant:** free drink with any meal
- > **M&M's:** 10 per cent discount for purchases over \$30 and 5 per cent for under \$30
- > **White Spot:** discounted menu
- > **Dunkin' Donuts:** free donut with large drink purchase
- > **Boston Pizza:** card where 5 dinners get you a free sixth. ♥

Pension and benefits update



BY DAVID TAYLOR

Over the last half year, Pension and Benefits (P&B) has dealt with multiple issues related to benefits, primarily aspects of our extended-health coverage, and multiple issues related to the pension plan.

Benefit plans (mostly extended-health)

GreenShield informed P&B that they have updated their policy on reimbursement for pharmaceutical compounding. Their old policy resulted in refusal to reimburse in many cases where compounding was required, e.g., when the standard form of the drug contained an inactive ingredient that an individual was allergic to. The new policy appears to be a significant improvement, and we are waiting to see whether plan members who require pharmaceutical compounding find it better in practice.

P&B decides each year on inflation indexing for various components of the extended-health (and dental) coverage, e.g., maxima for various components of coverage. Given the financial difficulty the University is facing, P&B agreed not to do any inflation indexing this year.

P&B did recommend some changes in coverage, regarding biologic drugs, gender affirmation, and prescribing by nurse practitioners. From a financial standpoint, the most significant change is that our plan will no longer reimburse for a biologic drug if a biosimilar is available. (A biosimilar is approximately a “generic” equivalent for a biologic, but the correspondence is not as exact as with generics.) Because a biosimilar is not identical to the drug it replaces, an appeal mechanism will allow a physician to explain the unsuitability of a biosimilar for a particular patient. The other two changes are to providing coverage for gender affirmation and to removing an odd restriction on prescribing by nurse practitioners. For certain medical equipment, reimbursement was provided only if prescribed by a physician. It is unclear where this restriction came from, and some speculated that the relevant text may have been written so long ago, before nurse practitioners became a significant part of the health system, that “prescribed” and “prescribed by a physician” were assumed to be synonymous.

The Board of Governors approved these changes. Biologic drugs are often very expensive, so that change is expected to save the University about \$500,000 per year. The other two changes involve slight increases in cost, approximately \$50,000 for the two of them. It is likely that the increases were approved by the Board only because they came along with the larger reduction related to biologics.

P&B has had extensive discussion related to health-care spending accounts (HCSAs). An HCSA is essentially an amount of money a plan member can spend on any legitimate health-care expense not covered by the extended-health plan. HCSAs were included in the faculty salary settlement. In the past, benefits have not normally been part of salary negotiations and have been consistent for all employee groups (and for retirees, other than the absence of dental coverage). As of this writing, FAUW and the University administration have been asked to propose a resolution to P&B that is consistent with past practice, but they have not yet reported back.

Finally, there is an item not related to health coverage: P&B needs to decide each year how to index the notional salaries of individuals on long-term disability. Once nearly all the salary settlements were agreed, P&B decided to increase these notional salaries by 3.9 per cent, the increase being applied to pensions in pay.

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. When there is a going-concern deficit, the University must make additional contributions to eliminate it. The solvency valuation is artificial. It assumes that the pension plan is terminated and that 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. Its practical significance is that it is a major factor in determining the premium the University pays to the Ontario Pension Benefit Guarantee Fund.

Since my last update in WATtimes, P&B has received quarterly “dashboard” updates from the actuaries for the first three quarters of 2024. At the end of the third quarter, the pension plan had assets valued at \$2.738B and a surplus, on a going-concern basis, of \$136.5M, for a funded ratio of 105.2 per cent. On a solvency basis, there was a surplus of \$427.3M, for a funded ratio of 118.5 per cent. Both are clearly good news. Going back to the beginning of 2020, solvency-funded ratios approximately this high have been achieved occasionally, but this going-concern funded ratio is significantly higher than that of any other quarter. These encouraging pension-plan valuations are occurring despite generally poor performance of pension investments. The Pension Investment Committee has acknowledged the problem and is looking into it.

Two changes were recommended to the text of the pension plan. One reflects a change in job title, from “Definite-Term Lecturers” to “Definite-Term Assistant Professors, Teaching Stream.” The other changes the formula for contributions to the pension plan, so that high-income employees will no longer make over-contributions, which then need to be refunded at retirement.

Minor updates were approved to two of the documents governing the way the pension fund is invested: the Statement of Investment Policies and Procedures and the Fund Implementation Procedures. For the former, the updates were recommendations to the Board. The only concern with any of these is that they allow or encourage more investment of the pension fund in assets that are illiquid and hard to value, with the unproven expectation they will yield higher returns.

The Board set a target of reducing the carbon footprint of the pension (and endowment) investments by 50 per cent by 2030, relative to 2018. That target was achieved almost immediately, but there was initial concern that it was only because of the pandemic. As well, previous reports included only equities, but with everything now included (for which information is available), we continue to achieve the 2030 target.

For some years, the pension plan has paid for the HR staff involved in its administration. P&B has now agreed to begin paying for staff in Finance who support the pension plan. This involves a slight increase – unlike HR, there are no staff in Finance working full time on the pension plan. ♥

The three “P’s” behind the UW Computer Museum

BY SCOTT M. CAMPBELL AND TREVOR GROVE



FIGURE 2: A diorama of the famous Waterloo Red Room.

When was the last time you typed something on an actual typewriter with no autocorrect, no spell checker and no “delete” button? Or played the video game “Frogger” in glorious 8-bit, 16-colour graphics? Indeed, perhaps you crave replacing that annoying spreadsheet with a slide-rule and an abacus?

Intrigued? Then you’ll enjoy a visit to the University of Waterloo Computer Museum, located in the Davis Centre (room DC1316).

The story of UW’s Computer Museum can be summed up by three Ps: **perseverance**, **preservation** and **presentation**. Creating the Museum required 15+ years of perseverance by key individuals who wanted to see the “Waterloo story” preserved and presented to the community. Significant artifacts, both hardware and software, were at risk of disappearing, and so preservation became an important goal of the Museum. Over time, with an ever-expanding collection of artifacts, the mission of the Museum evolved to presentation: using the artifacts to interpret and tell the story of computing at Waterloo, and beyond, and to provide a resource for scholarly historical research and teaching.

Today, the Computer Museum at the University of Waterloo is a unit within the David R. Cheriton School of Computer Science. Visitors can see and interact with dozens of artifacts in our welcome centre in the Davis Centre room DC1316, located across from the School’s main office and close to the Davis Centre library. Featured artifacts include the diagnostic panel from the IBM System/360 Model 75 that occupied the “Red Room” computing centre (uwaterloo.ca/computer-museum/exhibits/red-room) beginning in the late 1960s (Figure 1), a diorama of that same computing centre circa 1973 (Figure 2), a Commodore SuperPET



FIGURE 1: The diagnostic panel of the IBM System/360 Model 75, on display in the museum. It was installed at the University of Waterloo in 1967 and was thought to be the most powerful computer in Canada for a brief time.



FIGURE 4: Davis Centre display for the 40th anniversary of the Apple Macintosh computer



FIGURE 3: Slide-rule display case in the Atrium of the Math 3 building



originally developed by Waterloo researchers as a teaching-related computer, several “classic” personal microcomputers in working order, and other rare artifacts linked to computing-related spin-offs from the university and region.

There are also physical exhibits located elsewhere on campus: a display in Math 3 (Figure 3) explores the history and use of slide-rules, and there is a display in the Davis Centre (Figure 4) that recognizes the 40th anniversary of the Apple Macintosh computer (uwaterloo.ca/computer-museum/exhibits/apples-march-future). A display created by Museum staff for the UW president’s office in Spring 2024 featured a sampling of the Waterloo tech innovation story, and the artifacts remain temporarily available to the public in the Davis Centre (uwaterloo.ca/computer-museum/exhibits/innovation-and-waterloo). A new exhibit

about portable computing at UWaterloo will occupy that display case in 2025.

The Computer Museum was founded in 2010 by Lawrence Folland, a senior manager of research computing in the School of Computer Science (retired in 2022), and Scott Campbell, a historian of computing and a faculty member in Engineering. Before they met, they had the same idea: to preserve and promote the university’s technological heritage. Their vision has gained broad support over time, as many members of the University – current and past students, staff, faculty, and retirees – and local community members have artifacts and stories to share, as well as an interest in learning more! To preserve and present these resources, the Museum’s mandate includes collecting and interpreting the history of computing at the University of Waterloo and related organizations in the region.

Like many grassroots efforts, the Museum grew in bits and pieces over time. From 2010 to 2022 we were primarily collecting artifacts and cataloguing them in our online database [computermuseum.uwaterloo.ca], but the lack of a permanent physical location for displays, storage, or even staff limited our momentum. We placed some surplus display cabinets in high-visibility hallways on the second floor of the Davis Centre (across from the Software Engineering offices, and in the hallway leading to the Engineering 3 building). In 2019 we were asked to create a display in the atrium of the new (at the time) Math 3 building;



FIGURE 5: William Henry Breithaupt's personal slide rule

the result is our slide-rule display, featuring a rare cylindrical slide-rule (Figure 5) that we believe once belonged to W.H. Breithaupt, a technology pioneer of Waterloo Region. (uwaterloo.ca/computer-museum/blog/william-henry-breithaupt-shaping-waterloos-past-present-and)

One of the challenges in establishing the Computer Museum is storage space. As many readers know, campus space is at a premium. During our unofficial startup years, we had to “beg and borrow” temporarily empty offices and unused corners to store and catalogue artifacts. That’s part of our perseverance “P”, because despite these challenges staff and volunteers have catalogued over 4,000 artifacts over the last 14 years. (computermuseum.uwaterloo.ca). The collection primarily covers the 1970s to the 1990s, with an emphasis on personal microcomputing hardware, peripherals, manuals, and software of the era. That includes many popular and several rare and commercially unpopular computers. We also have period-related devices such as IBM Selectric typewriters and a few video game consoles.

To side-step the problem of limited display space, since 2023 we have been hosting “pop-up” one-day exhibits and open houses where we bring interesting artifacts out of storage – that’s our presentation “P”. Often, we focus on a particular theme. Our June 2024 exhibit day featured portable (sometimes barely “luggable”) computers and laptops, from the mid 1970s to the mid 1990s, with an emphasis on educational uses. Our October 2024 open-house featured a “World of Commodore” theme, including a line-up of Commodore PETs – from the original 1977 model to the UW-associated SuperPET.

More broadly, our collection includes artifacts as far back as the 19th century, such as Breithaupt’s cylindrical slide rule shown above, and several dozen mechanical calculators and related office machinery from the early to mid-20th century. While not always directly related to the history of the University, such artifacts allow us to tell the broader history of pre-electronic computing and information processing. They often appear in our open house events or in a history of computing course taught by Scott Campbell.

As part of our preservation efforts, we recently began a new project to recover data from collected media. Our primary goal is to restore the educational computing environment of days past: to recover the software and languages produced at Waterloo for higher education, such as WATFOR the student-oriented FORTRAN compiler first developed in 1965 for IBM mainframes or the many WATCOM computer language and database products of the 1980s and 1990s. The research and entrepreneurship of WATFOR and WATCOM helped define the University of Waterloo, so preserving and presenting these accomplishments is an important priority.

In 2022, with the generous support of the Cheriton School of Computer Science, we were able to create our permanent home, which serves as a welcome centre for Museum visitors and a focal point for our displays and exhibits (Figure 6). In 2023, the



FIGURE 6: Our Welcome Centre in DC1316, showing a collection of working, featuring Commodore, Apple, and Tandy systems from the late 1970s to early 1980s.

Museum was allocated a small budget to pay for supplies and to hire UW co-op student staff. It is our hope to have our visitor centre staffed permanently and to continue our program of regular pop-up displays and exhibits. Over time, we would like to develop additional permanent displays areas throughout the campus.

Official standing within the School of Computer Science and a permanent display area and office have given us many new promotional and outreach opportunities. Discovering the museum has become a pleasant surprise for many alumni, donors, staff, students, retirees, and people from the community! As a result, we've had more donation offers than ever, challenging our storage capacity and forcing us to reassess our acquisition policies.

Looking forward, we have several plans in progress for exhibits. We expect to continue our research related to computing history and historical teaching and develop our outreach and community work with local computing heritage enthusiasts and regional museum networks. Ultimately, we will do whatever we can to uphold our unofficial motto: "Preserving our past, one BIT at a time." ♥

Scott Campbell is Associate Professor, Teaching Stream, Systems Design Engineering and the Director of UW's Centre for Society, Technology and Values. scott.campbell@uwaterloo.ca

Trevor Grove is a University of Waterloo alumnus and a retired staff, adjunct faculty, researcher, and administrator. trevor.grove@uwaterloo.ca

In his own words: an interview with Trevor Grove

In the '60s, the computer science department at UW ran what they called Computer Science Days, where they brought a busload of high school kids in, sat them down in front of a computer terminal, taught them a little of this and that, and took them on a tour, showing them things like the Red Room, flashing lights, lots of fun stuff.

In Grade 9, I joined one of these tours, and it's not wrong to say I was seduced – absolutely. From then on, everything I did was focused on getting into Waterloo and studying computer science. Lots of people say they don't know where they're going until they're in their 20s or 30s, but I already knew at 14. I started as an undergrad in coop, then dabbled in grad school for a bit in the early 2000s. I have been a student, a staff researcher, a staffer, and an administrator. And in 2015 I was made an Honorary Member of the University – a highlight for me.

After graduating in 1979 through co-op, I joined the Computer Systems Group that was founded by Wes Graham, doing research until the mid-'90s, when the new provincial government cut back funding for higher education. Because of that, and the evolving nature of the computing industry – and Rae Days – our group essentially evaporated. At that point, I accepted an adjunct appointment as a lecturer in Computer Science, which I kept until I rejoined the staff in the School of Computer Science full-time in 2004. I retired from that position in 2014.

Once I retired, I had to confront my “pack-rat-itis,” a habit I inherited from my parents. Because I’m one of those people who could never throw anything out, I had accumulated an enormous amount of computer-related stuff. I had some very old working computers and lots of material, development notes related to how software got created – essentially, in my words, “bureaucratic ephemera.”

So, I “twisted” the arms of Scott Campbell and Lawrence Folland, who were considering my stuff as a collection of things that might be worth featuring in a museum. And Scott, as a professional historian, reassured me. He reminded me, that’s the kind of thing historians love, original sources, to help them reconstruct historical contexts and narratives. Because of the interest in my memorabilia. Scott started storing it in his garage, along with other material he had collected, and the Museum progressed from there.

Once we had consolidated everything, we needed to catalogue it in an online database. Because Scott uses the material in the courses that he teaches, that became a starting point, beginning with my going in one day a week and grabbing a box full of things and saying, okay, here’s a thing, here’s what it was for, here’s why it was important, or here’s what it was about.

This is something I’ve done throughout my career. helping people get their organizational ducks in a row, and getting their governance sorted out. At the beginning of the Computer Museum, there were no governance documents.

So, we set about to create a mission, a vision, and values statement, and a set of policies and guidelines – something we could give to the administration in Computer Science and say this is what we’re all about. That work is still in progress, but we originally invested over a year looking at what other museums do, in particular the on-campus Earth Science Museum. We borrowed heavily on their expertise and constructed a set of governance documents.

When Scott first came to Waterloo, in around 2007, 2008, one of the first projects he undertook was to start putting together an oral history, wandering around campus and interviewing people. There are lots of folks around who have interesting stories to tell, and we’d like to get those stories written down while they are still fresh. There’s a lot of important stuff that’s come out of Waterloo, and we’re getting better and better at telling the story.

My favorite personal memory of the 1970s? Well, I got married in 1978, so that was certainly a memorable time. MathSoc (the Math undergraduate society) used to host wine and cheese events and since I was working on campus, and she was in school, we met at one of those. A mutual friend introduced us and that was that – an unforgettable whirlwind romance. Almost fifty years ago.

Nowadays, I spend one day a week on campus at the museum, plus lots of emails and behind-the-scenes organizing. It keeps me in touch with the campus community and allows me to contribute to the mission of the museum. Currently we are taking on a project to recover the data from a set of mainframe data tapes (circa 1991) that we hope will contain the accumulated works of our research group CSG from 1975 to 1990. ♥



Since retiring in 2014, Trevor Grove has been volunteering at the university, both with the computer museum and with the UW Retirees Association. He remained a member of the UWRA Board until 2024. He and his wife, Martha, live in Durham, Ontario.

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!

The solution can be found here: uwaterloo.ca/retirees-association/wattimes/wattimes-sudoku-solution

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

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

Congratulations to our newest honorary members

BY BRANDON SWEET

Congratulations to the following retirees who were named Honorary Member of the University at UW's June 2024 convocation ceremonies.

The Honorary Member of the University designation recognizes employees for outstanding service to the University as a whole. It is the highest honour a staff member can attain at the University of Waterloo. For faculty members, it recognizes distinctive administrative or other service to the University.



Dr. Jean Andrey

is professor emeritus in the Department of Geography and Environmental Management (GEM). Andrey provided strong leadership in the Faculty of Environment for two terms as Dean, during which she led the implementation and development of strategic plans, oversaw the launch of major research centres and institutes, and supported the development of innovative programs in climate and environmental change, climate risk management, sustainability management, and sustainable financial management. Her leadership was critical to the launch of the Sustainability Office and formation of the President's Advisory Committee on Environmental Sustainability (PACES). She joined the UWRA Board in 2024.



Margaret Burnett

graduated from Waterloo with a BSc in Kinesiology in 1980. After working as a research assistant in Dr. Howie Green's laboratory in 1981, she became full-time Biochemistry Lab Manager for Kinesiology in 1982 gradually taking on more administrative duties as the Lab and Admin Coordinator for the department. In 2014, Burnett became the Administrative Officer, a position she held until her retirement in 2023 after over 40 years at UW. As of her retirement, she had been responsible for hiring and/or supervising every current staff member in the department. and she onboarded and mentored every current faculty member.



Tina Roberts

began in 1981 as a Liaison Officer/Academic Advisor in the Faculty of Applied Health Sciences, where she transformed recruitment, student services, alumni relations, and advancement. In 1997, she took on the inaugural position of Director of Marketing & Undergraduate Recruitment within the Registrar's Office, a position she held until her retirement in 2021. Under her leadership, Marketing & Undergraduate Recruitment won 14 CASE District II Accolades Awards and 26 CCAE Prix d'Excellence Awards. Ms. Roberts herself received the CASE Quarter Century Achievement Award. She also founded the Fun Run, one of Waterloo's longest-standing alumni and community traditions.



Lawrence Folland

Came to Waterloo in June 2003 as the inaugural manager of the Computer Science Computing Facility Research Support group, overseeing the development of specialized software, such as the Exam Management System (EMS) and the Online Academic Tools database. Folland made it his mission to preserve and showcase the rich history of computing at Waterloo by co-founding the Computer Museum in 2010 (see pg. 14). As a long-time volunteer with the Staff Association, Folland took on administrative roles and participated in critical initiatives, such as renegotiating the Memorandum of Agreement, addressing the Province's Bill 124, and revising Policy 33 on Ethical Behaviour. He served as UWSA President (2019-2020).



Murray Zink

received his BAsC and MASc in Mechanical Engineering at Waterloo. He worked as an Instructional Support Coordinator at the University from 2007 until his retirement in 2022, coordinating and delivering professional development courses, ultimately supporting over 15,000 students. He is a passionate volunteer involved in judging for Sir Sandford Fleming debates and Waterloo Engineering Competitions (WEC), acting as a Co-operative and Experiential Education (CEE) representative to Waterloo Cases in Design Engineering, volunteering for UW move-in day with Campus Housing, and acting as a Camp 15 warden. Most recently Zink cofounded 4RepairKW and the UWRepairHub with support, both financial and in-kind, from the Sustainability Office and the Sedra Student Design Centre (see pg. 22).



Donna Sutherland

spent nearly 40 years at Waterloo contributing to such units as Distance Education, the Registrar's Office, and the Faculty of Health. For 20 years before her retirement, she was the Administrative Officer in the School of Accounting and Finance (SAF). Aced with the COVID pandemic in 2020, she generously put off retiring to help the School navigate the extraordinary circumstances. Ms. Sutherland served on the Hagey Hall 'in fill' Courtyard Project that resulted in Founders Hall, a space that benefits all Arts faculty students, and she was at the heart of the development of the SAF-wing of Hagey Hall.



Dave Kibble

joined Waterloo in 1983 as a programmer/analyst in what was Data Processing, then became project leader and manager before DP and the Department of Computing Services (DCS) were reorganized into Information Systems & Technology (IST). A Waterloo alumnus, Kibble became director and eventually strategic consultant, also serving as acting chief information officer. He helped lead the implementation of many of the information systems that would replace manual and/or non-web-based predecessors, including the Quest student information system, JobMine, the Trellis Tri-University Group system, WatIAM, and Raiser's Edge. Kibble has always been a strong supporter of staff IT conferences, serving on the WatITis and CANHEIT program committees and presenting regularly. ♥

ETC.

Etc.

The UWRA Brew Crew

Coffee, that is! Or tea or whatever.

The Brew Crew meets the **second Thursday of every month at 10 a.m.** at the Tim Hortons at Conestoga Mall.

No registration needed. Lots of free parking. Come on out to catch up with friends old and new!

Get ready to double your impact on our first-ever UWaterloo Giving Day!

On May 15, 2025, you can be part of something extraordinary! That's when members of the campus community – alumni, friends and current and retired faculty and staff – will come together to support teaching, learning and research at Waterloo. Watch your inbox, the Daily Bulletin and social media for more details.



4Repair dates

Murray Zink, UWaterloo retiree and co-founder of 4RepairKW (see pg. 21), provides this information on upcoming events:

Monthly repair workshops take place on campus in E7-1401 from 5:30 to 7:30 p.m. on the last Wednesday of the month (except April, August and December). To support sustainability in the Region of Waterloo, volunteers work on items that may be repairable for

free. Ahead of each event free tickets are available through [4RepairKW.EventBrite.ca](https://www.eventbrite.ca).

The dates and details for repair workshops are posted on EventBrite and on the #4RepairKW page on Instagram. **Please note that, in support of Friends of Waterloo Park, 4Repair volunteers will be at Waterloo Park for Earth Day on April 26, 2025, to see if items intended for e-waste are repairable..**

A second sustainability activity, for DIY repairs and projects, is called UWRepairHub. Access to tools and supplies for do-it-yourself repairs and projects regularly takes place in E7 1401 on Tuesday and Thursday afternoons. The space is open from 2:30 p.m. until 5:30 p.m. for these DIY sessions. A separate Instagram #UWRepairHub includes photo of tools and supplies available. Waterloo community members, including retirees, can come to the UWRepairHub to work on things.

Send an email to 4repairkw@gmail.com with questions about monthly or weekly workshops.

Parking on campus in 2025

The University is using the AMP mobile pay app in all visitor lots effective January 20, 2025. Pay-and-display machines are no longer available.

About AMP mobile pay

The AMP mobile pay (AMP) app provides safe and convenient digital payment while eliminating the need for physical machines and paper tickets. With AMP, you can register your vehicle by using your licence plate and pay for parking with a credit card via secure online transaction, view parking locations for easy reference, renew parking sessions from your phone, and more. You can either **download** the AMP app through Apple's App Store or the Google Play Store on your phone or **register** through the **AMP app website**.

Affected lots

All University pay-and-display lots have switched to AMP:

- > Physical Activities Centre/ Student Life Centre
- > Lots B, C, CLV, J, M, N, Q, S, UWP, T, V, W, and X
- > Davis Centre/General Services Complex
- > Health Services
- > South Campus Hall
- > Toby Jenkins building
- > Village 1 lots
- > School of Pharmacy
- > University Club

Your feedback is important. Please email comments or questions to sustainable.transportation@uwaterloo.ca.

a special **THANK YOU** AND UPDATE

PRESENTED WITH
GRATITUDE TO
**UNIVERSITY OF
WATERLOO RETIREES
ASSOCIATION**



UNIVERSITY OF WATERLOO
RETIREES' BURSARY AWARD

AWARDED TO LINDA CHEN
FACULTY OF ENGINEERING

MY UNIVERSITY OF WATERLOO EXPERIENCE

My time at Waterloo has been full of eye-opening moments, but the most rewarding experience has been adjusting to the shift from high school to university expectations. I expected a change in grades – going from high 90s in high school to 70s or 80s here – but I'm proud that it hasn't discouraged me. If anything, it's motivated me to work harder and harbor greater preparation for each assessment. This shift has pushed me to study in ways that really help me grow, rather than just focus on grades.

Although I haven't joined many clubs or gotten deeply involved in the community, I've explored much of campus to find my favorite study spots. My biggest involvement was during Orientation Week, where I met new people and started settling in. After graduation, I hope to pursue a career as a software developer – ideally in game development! Gaming has always been a huge part of my life, and I'm fascinated by the creativity and effort that go into creating high-quality games. Knowing how much games have impacted me, I'd love to create something meaningful for others too.

Since you're helping support my education, I'd like to share a bit about myself and what brought me to the University of Waterloo. I'm passionate about the arts – perhaps a little unexpected since I'm pursuing engineering, but I believe it's a big part of why I chose Systems Design Engineering.

I love creating and designing, and Systems Design offers the perfect mix of technical problem-solving and creativity. I've always enjoyed solving problems, whether it's helping friends resolve disagreements or working through homework challenges with classmates. It's fulfilling to be the person others turn to for support, and I think that's a skill I'll carry into my engineering career. Waterloo was my top choice, not just for its outstanding Engineering program but also for the personal growth and experiences I knew it would provide. I'm excited about the challenges and opportunities ahead, and I'm confident they'll shape both my future and the person I'm becoming.

THANK YOU!

I just wanted to say a huge thank you for the scholarship you awarded me. Starting my studies at the University of Waterloo has been a big step, and your support has really helped make the transition so much smoother.

This scholarship means I can focus more on my classes and worry less about finances, which has been such a relief. It's inspiring to know there are people like you who believe in students' futures, and I feel so lucky to be one of the recipients.

Thanks again for your generosity – I'm truly grateful for the opportunity it's given me.

Linda Chen
Systems Design Engineering student

Passings



Distinguished Professor Emeritus Larry Haworth

Distinguished Professor Emeritus Larry Haworth died on April 28, 2024.

Originally from Chicago, Professor Haworth served in the US Army in

Japan at the end of the Second World War, arriving in Nagasaki shortly after the city was struck by an atomic bomb. It was in Japan that he first began to study Philosophy, supervised by a German professor at Kyoto University. Upon returning to the United States, he received his PhD in Philosophy in 1952 from the University of Illinois, and then taught at the University of Alabama and Purdue University.

Professor Haworth moved to Canada in 1965 to join the brand-new Philosophy Department at the University of Waterloo. During his career at Waterloo, he served as Chair of the Philosophy Department and as Associate Dean of both Graduate Studies and Research. He was the founding Director of the Waterloo Centre for Science, Technology, and Values, which was established in 1985 to help the University community both understand and affect the impact of technology on people.

Professor Haworth's philosophical interests were primarily in social and political philosophy. He is the author of five books: *The Good City* (1963), *Decadence and Objectivity* (1977), *Autonomy: An Essay in Philosophical Psychology and Ethics* (1986), *Value Assumptions in Risk Assessment* (1991), and *A Textured Life: Empowerment and Adults with Intellectual Disabilities* (1996), along with dozens of book chapters and articles. Animating much of his research across his career was an interest in public philosophy that responds to pressing issues of public concern.

Professor Haworth was elected a Fellow of the Royal Society of Canada in 1991. He retired from the University of Waterloo in 1995. In 2020, thanks to a generous donation from a former student of Professor Haworth's, the Philosophy Department established the Lawrence Haworth Prize in Philosophy, awarded to the best essay on a theme related to public philosophy by an undergraduate Philosophy student.



Larry Lamb

Published in the Daily Bulletin on August 8, 2024.

Retiree Larry Lamb passed away on July 17, 2024.

Lamb joined the University of Waterloo in 1969 to run the fledgling Faculty of

Environmental Studies' ecology lab at the behest of Dr. Robert Dorney. He served as an ecologist and adjunct lecturer in Environment and Resources Studies. While working at the University he completed a Bachelor's degree in Independent Studies.

Off-campus, Lamb led a one-man crusade to promote alternatives to the traditional water-guzzling lawn so popular in North America, calling it a "very boring monoculture" and "evil." He was described as a "leading authority on the topic of zeriscaping or naturescaping, a low maintenance, drought-tolerant garden form that replaces standard grass with a variety of other species" and, more succinctly, as a "lawn contrarian." He bought a home in Kitchener and cultivated a "residential prairie" backyard as an environmentally-sound alternative. He was also an advocate for the preservation of prairie grasses and other plants indigenous to southern Ontario.

Such was his notoriety that he was invited by Lady Bird Johnson, former first lady of the United States, to visit her Texas ranch to advise on prairie gardening.

On campus, he was instrumental in the creation of the expanded outside the Environment buildings, that featured pink granite and gneiss boulders and plants from northern Ontario, and consulted on several landscaping projects across the University, including the East-West Garden at Renison University College.

As part of his instructor duties he organized field trips for Environment students all over North America.

He also led efforts to transplant campus plant life that would otherwise be destroyed by construction projects to greener pastures.

He joined the University's 25-year club in 1994. Lamb retired in 2009, though he continued to teach and serve the University community for many years.

He was founding director and past-president of the Canadian Wildflower Society, and in 1997 received the Canadian Wildflower Society's Conservation Award.

In 2019 he was awarded the Lieutenant Governor's Ontario Heritage Trust Lifetime Achievement Award. He was a lifetime honorary member of Waterloo Region Nature. He volunteered at rare, a charitable research reserve in Cambridge.

The Lawrence Lamb Collection, made up of rocks and minerals that Lamb picked up on his many nature walks, is on display in the Earth Sciences Museum.



Distinguished Professor Emerita Jennifer Ashworth

A message from the Philosophy department.

Distinguished Professor Emerita Earline Jennifer Ashworth died on July 23, 2024 in Swansea,

Wales. Born in 1939 in Britain, Professor Ashworth studied at Cambridge University and received her PhD in Philosophy from Bryn Mawr College in 1964. She joined the recently formed Philosophy Department at the University of Waterloo in 1969, and she remained an active and highly respected member of the Department until her retirement in 2005.

Professor Ashworth was an expert in medieval and Renaissance philosophy, with a particular interest in late medieval logic and philosophy of language. She authored nearly a hundred journal articles and book chapters, plus many translations, encyclopedia and academic reference entries, and three books. Among these is Professor Ashworth's flagship monograph, *Language and Logic in the Post-Medieval Period*. Therein, Professor Ashworth examined the study of logic in the Renaissance intellectual world, her investigations overturning the widespread conviction that Medieval logic had been an

early casualty of the Renaissance. Her outstanding research contributions were formally honoured with a Fellowship in the Royal Society of Canada in 1991.

Former students and colleagues alike remember her for her brilliance, her very high scholarly standards, and above all her intellectual generosity. Dr. Shannon Dea, now Dean of Arts at the University of Regina and formerly Professor of Philosophy at the University of Waterloo, studied under Prof. Ashworth as an undergraduate. Prof. Dea describes her as "the Platonic ideal of what I was looking for in a professor." Current University of Waterloo Professor of Philosophy and Systems Design Engineering Chris Eliasmith, who took Prof. Ashworth's courses as an undergraduate, credits her with his decision to study Philosophy, and praised her openness to new ideas and her "rigorous fairness." And former colleagues all remarked on how she was curious and interested in their own research, no matter how distinct it seemed from her own area of expertise. Her generosity to junior colleagues and the example she set for her students continue to shape the Department of Philosophy at Waterloo, and indeed Philosophy departments across the country.



Professor Emeritus Leroy Dickey

Published in the Daily Bulletin, August 27, 2024.

Retired Pure Mathematics professor Dr. Leroy "Lee" Dickey passed away on

August 3, 2024 in Edson, Alberta at the age of 85.

Born in Newcastle, Pennsylvania, Dr. Dickey studied at the University of Arizona and received his PhD at the University of Wisconsin-Madison in 1970. He joined the University of Waterloo in July 1970 as Assistant Professor in the Pure Math department. He was promoted to Associate Professor in July 1981.

His research interests included finite geometry and finite projective planes. Dr. Dickey was also interested in the APL and J programming languages and managed the APL and J Archives at Waterloo. He was active in the Centre

for Learning and Teaching through Technology (LT3), which amalgamated with the Teaching Resources and Continuing Education (TRACE) Office and the Learning Resources and Innovation (LRI) unit to create the Centre for Teaching Excellence (CTE) in 2007.

Dr. Dickey and his wife Carol, who predeceased him in 2010, were active members in Waterloo's Unitarian Fellowship, now Grand River Unitarian Congregation.

Dr. Dickey retired on May 1, 2004.

"Lee was known in Pure Math for always being cheerful and friendly," says a message from the Pure Math department. "He was the driving force behind the creation of PMATH 360, Classic Geometry, which he taught until his retirement and for many years afterwards as well. His intellectual legacy lives on in the department in our courses, and his spiritual legacy will be with us forever."



Professor Geoff Malleck

A message from the Department of Economics.

Geoff David Malleck passed away on October 1, 2024. After nearly two decades in family business, Geoff pursued post-secondary education at Wilfrid Laurier

University (Diploma in Business Administration, 1990) and Queen's University (MBA, 1997). He held a variety of teaching positions between 1997 and 2008, in the Faculty of Engineering at UWaterloo, and also at other regional universities and colleges. In 2008, he became a Continuing Lecturer in the Department of Economics, and it was from this base in the Arts that Geoff taught strategy, marketing and entrepreneurship.

He was a major contributor to the Arts and Business program. Geoff possessed a supreme talent for working with young people, supporting their entrepreneurship ideas. Geoff served in many advisory capacities across campus and built a reputation as a remarkable citizen of UW. He retired on May 1, 2024.

Geoff's own statement, written just before his passing, is available on the Henry Walser Funeral Home website.



Professor Eric Roy

A message from the Faculty of Health.

The Faculty of Health mourns the loss of Dr. Eric Roy, Professor Emeritus, former Coordinator of the

Neurobehavioural Assessment Option and an important person in building the neuroscience area of the department's program.

In his obituary, his family shared that he will be remembered for his dedication to his work at the University of Waterloo, his passion for research and developing his students and for his great sense of humour and caring manner.

He joined the University in 1976 and retired as Associate Professor in the Department of Kinesiology and Health Sciences in 2017, cross-appointed with Psychology. Eric was a member of the first graduation class in Kinesiology, completing his undergraduate degree and later his PhD at Waterloo.

His research focused on neurologic disorders such as stroke, Alzheimer's Disease, Down syndrome and Parkinson's Disease. Eric was a Past President of the Canadian Society for Psychomotor Learning and Sport Psychology and was appointed a Fellow of the Society in 2013. The Society promotes the study of motor control, motor learning, motor development, and sport psychology in Canada.

"Eric's work on movement disorders is legendary as well as testimony to the potential in the first BSc Kinesiology program," said Ian Williams, retired Professor and Associate Chair of the department. "The catalyst of course was Eric himself, a brilliant independent scientist."

His memory is felt throughout the department and those he used to work with.



Eric Breugst

A message from the Faculty of Arts.

Eric Breugst (BA '89, MA '93), beloved academic advisor in the Arts Undergraduate Office (AUO), died on Monday, August 12, 2024 while travelling in the United Kingdom. Retired as Manager of Academic Advising in 2020,

Breugst made outstanding contributions during his 25-year career in Arts, which were recognized with a 2018 Faculty of Arts award for Excellence in Service.

“The loss of Eric is truly heartbreaking,” said Richard Eibach, Associate Dean of Arts, Undergraduate Students. “However, his legacy will endure through the innumerable students, colleagues, and friends whose lives he touched.”

Julie Mulvey, Academic Officer, was a close colleague during Breugst’s entire Waterloo career. She shares: “Eric was an integral part of the AUO, starting as a Secondary School Liaison Officer in the early 1990s and then moving into academic advising and management roles later in his career. He relied on this vast experience to mentor colleagues and guide students through challenging academic situations. He always had an upbeat attitude, and this is what I will remember most about Eric: his timely pop culture references or wisecracks that set everyone at ease and made meetings much more enjoyable. The AUO will never forget him!”

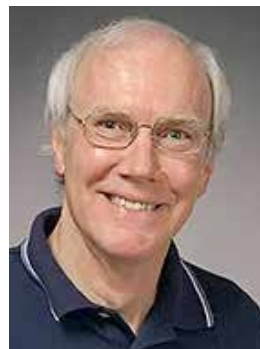
Bill Chesney, Professor Emeritus and former Associate Dean of Arts, Undergraduate Students, wrote: “I was privileged to work with Eric for twelve years in the Arts Undergraduate Office [...] he was a superb colleague who always led by example with an unflinching work ethic and a genuine care for everyone around him. He contributed mightily with good will, good humour, which made Eric such a gifted and trusted advisor to students.”

Taking early retirement to pursue his passion for global travel, Breugst generously established the Eric Breugst International Exchange Award to promote global awareness and enable two Arts students annually to participate in study abroad experiences. “Eric was a sports enthusiast, cottager, student of history and world traveler who always managed to combine them all into one experience,” wrote his family in *The Record*.

“Eric was a friend, a mentor, a caring and amazing advisor, manager, and leader,” said Andri Efstathiou, former Arts advisor and current Administration Officer in the School Architecture. “He saw the best in everyone - students, staff, and faculty. And for that he made the University of Waterloo and the Faculty of Arts, a better place to study and work.”

Kayla Lorentz, current Manager of Academic Advising who was trained for the role by Breugst, shared: “Eric was truly a beloved part of our AUO team and a staple within the advising community in the Faculty of Arts and at the university. Eric was incredibly kind, patient, and knowledgeable. He was passionate about travelling and was a serious sports fan! Eric was very well connected with our students, alumni, faculty, and staff, and I know this news will be difficult for many people to hear, as he kept up connections with friends across campus after his retirement.”

Renowned for his ability to find brilliant solutions to many student advising puzzles, Breugst was a go-to for his “his deep knowledge and experience,” says Kathy Acheson, Associate Dean of Arts, Undergraduate Programs. “He was always thoughtful and committed to the best outcome... we remember him with great fondness and respect, and know that he enriched and improved the lives of thousands of students and many colleagues.”



Professor Emeritus John Medley

A message from the Faculty of Engineering.

Dr. John Medley, an influential researcher and educator in the Department of

Mechanical and Mechatronics Engineering, passed away on October 16, 2024.

Medley joined the department in 1981 and contributed 35 years of service before retirement, educating generations of students and mentoring many young academics. He was also a proud Waterloo Engineering alumni and, as a student and teacher, played an important role in the rapid growth of the Faculty.

As a researcher Medley made a number of important advances in the field of biomechanics. His work focused on medical applications that could help patient recover from musculoskeletal injuries and diseases, including spinal implants, shoulder and elbow implants, orthopaedic implant failure, and cell traction forces.

This work led to patents on important medical technologies, and his passion for patient care extended to his role as an advocate for plaintiffs in orthopaedic cases.



Grace Logan

Grace Violet Ruth Logan died November 26, 2024. Born in Scranton, Pennsylvania, Grace was the only child of Jacob and Mary Bonnert. Her uncle, Herman Bonnert, a magician, is recognized

as the inventor of balloon animals. Grace graduated Summa cum Lauda from Penn State in 1956 with a BA in English. She earned her MA at the University of Pennsylvania in 1960, specializing in Folklore.

During these studies Grace met and married Harry Logan, who remained her life-long best friend and treasured love. At Pennsylvania, Grace helped Harry with his dissertation work using the Univac I, the first computer ever built, occupying an entire floor of the Moore School of Electrical Engineering. This was one of the first uses of a computer to analyze texts for grammatical syntax, and Grace's lifelong interest in merging computing with the arts began.

In 1958, Grace moved with Harry to Meadville, Pennsylvania, where they began a small family while Grace taught English Literature at Allegany College. In July 1966, the family moved to Kitchener, Ontario, which became their permanent home. Grace pioneered the integration of computing with academic research in Arts at the University of Waterloo and in 1976, helped found the Arts Computing Office. Throughout her life,

Grace was a dedicated, enthusiastic, and well-loved teacher both at Allegany College and at Waterloo, where she taught courses in Computing in the Arts and Introductory English Literature.

Grace loved cooking, travelling, music, and learning and was renowned for her amazing parties especially annual medieval feasts featuring recipes from the Middle Ages. Grace and Harry spent many sabbaticals in England, where they basked in its rich history, especially at Oxford.



Al Douglas

Published in the Daily Bulletin

Waterloo retire Allan Douglas passed away on November 25. Al joined the University of Waterloo in March 2003 as an Electrician in Plant Operations and retired in September 2022.

“Al was an integral part of this institution for nearly two decades, bringing professionalism, knowledge, and passion that has impacted many of us, faculty and staff alike,” writes Jason Ballantyne, Supervisor, Electrical Services in Plant Operations. “Throughout those years, Al was a consistent presence, offering support to colleagues.”

He loved motorcycles and animals alike - former colleague Derik Arndt recalls he and Al sharing heartfelt stories about their miniature schnauzers.

Douglas retired in September 2022 after a 40-year career as a Master Electrician.



Distinguished Professor Emeritus Jiří Čížek

A message from the Faculty of Mathematics.

We extend our deepest condolences to the family,

friends, and colleagues of Jiří Čížek, Distinguished Professor Emeritus of applied mathematics, who died on December 24, 2024, in Toronto. He was 86.

Čížek was born in Prague, Czechoslovakia (now Czechia) on 24 August, 1938, to Václav Čížek and Jiřina Čížková, both physicians. An avid reader and mathematics student from an early age, by 17 Čížek had mastered algebra and calculus at the level of a university graduate. He began collaborating with lifelong mentor Jaroslav Koutecký in 1955, and published his first two papers with him in 1956, the same year Čížek graduated from high school.

That year he enrolled in the Faculty of Mathematics and Physics at Charles University in Prague, researching kinetic currents and earning his master's degree there in 1961. He then began doctoral research at the Institute of Physical Chemistry of the Czechoslovak Academy of Sciences (now the J. Heyrovský Institute), graduating in 1965. His research into quantum chemistry and the many-body problem – particularly his proposed use of coupled-cluster methodology for the study of electronic correlation effects in atoms and molecules – laid the groundwork for numerous developments in quantum chemistry over the following decades.

Following the 1968 Warsaw Pact invasion, he moved to Canada with his family and joined the University of Waterloo's young Applied Mathematics department. He was cross-appointed to the Department of Chemistry in 1973, and throughout the years also served as an affiliate professor at the University of Florida in Gainesville and an adjunct professor at Charles University in Prague. At Waterloo, he supervised or co-supervised six M.Sc. and M.Math. and thirteen Ph.D. theses, and collaborated with numerous post-doctoral researchers, visiting scholars, and colleagues.

A globally recognized researcher in quantum chemistry, Čížek is best known for introducing Coupled Cluster Theory to describe electron correlation in atoms and molecules. He authored or co-authored more than 175 papers throughout his career, and received numerous

prestigious awards including an Alfred P. Sloan Fellowship and the Alexander von Humboldt Senior Scientist Award (1994).

“Jiří Čížek had an illustrious scientific career and was without doubt one of the giants of intellectual life in the history of Waterloo's Department of Applied Mathematics,” says Hans De Sterck, chair of the Department of Applied Mathematics. “A number of my colleagues here in the department have known him as a great researcher, teacher, colleague, and friend, and he will be greatly missed.”

Čížek was a member of the International Academy of Quantum Molecular Science and a Fellow of the Royal Society of Canada. He retired from the University of Waterloo in 1996, receiving the title “Distinguished Professor Emeritus,” but continued for years in his work as an adjunct professor at Charles University.

Čížek met his wife Ludamila Zamazalová while in graduate school. The pair married in 1963, and remained inseparable until her death in 2008. “Without her,” Čížek said, “I would finish very badly when I was young.” The couple had two children: Petr, a town and regional planner, and Katerina, an award-winning documentary filmmaker.

Čížek died on Christmas Eve, surrounded by family. His ashes will be interred at the family grave in Prague in a private service.

Krystyna Luka

Published in the Daily Bulletin on January 24, 2025.

Flags were lowered on campus on January 24, 2025 to mark the funeral of Food Services employee Krystyna Luka, who passed away on January 15, 2024.

Krystyna joined the University in September 1992 and worked at Brubakers Food Court in the Student Life Centre.

“During her 20+ years with Food Services, Krystyna demonstrated commitment and hard work and left a lasting impression on everyone she worked with. Her contributions were invaluable, and her presence brightened our workplace with kindness. She worked for many years at Bon Appetit in the Davis Centre before transferring to Brubaker's Food Court in the SLC. Krystyna's impact has not been forgotten. Our thoughts are with her family and loved ones during this difficult time.” 🍷

Remembering those we've lost



Reported by **Human Resources**,
University of Waterloo, as of
January 2025.

DANICA BARBU

Passed away December 19, 2018
Hired November 1979

KUN SOO S. CHANG

Passed away September 28, 2022
Hired November 1, 1966

ROY HINSPERGER

Passed away May 15, 2024
Hired February 2, 1970

ROBERT EWART

Passed away May 24, 2024
Hired November 17, 1969

WALTRAUD HERMANN

Passed away May 24, 2024
Hired February 2, 1987

BARBARA WAY

Passed away May 24, 2024
Hired February 6, 1987

ANNA MOHAN

Passed away June 1, 2024
Hired September 15, 1980

SUSAN MORTON

Passed away June 14, 2024
Hired February 1975

MARJORIE SUTHERLAND

Passed away June 20, 2024
Hired May 1976

JACOB SOICA

Passed away June 20, 2024
Hired March 19, 2007

IAIN HOWDEN

Passed away June 30, 2024
Hired October 3, 1983

MICHAEL C. HOWARD

Passed away July 19, 2024
Hired September 1979

CORRINE "SUNNY" SUNDBERG

Passed away August 1, 2024
Hired February 1, 1986

LEROY J. DICKEY

Passed away August 3, 2024
Hired July 1, 1970

DOUGLAS FRENCH

Passed away August 7, 2024
Hired September 1969

PAUL KATES

Passed away August 7, 2024
Hired October 2003

DOROTHY BATTAE

Passed away August 9, 2024
Hired July 1962

ERIC BREUGST

Passed away August 12, 2024
Hired September 1, 1990

KATARINA MALECIC

Passed away September 6, 2024
Hired September 30, 1985

ELAINE BRADLEY

Passed away September 9, 2024
Hired December 14, 1981

REINHARD W. ZEIDLER

Passed away September 23, 2024
Hired October 1987

ELIZABETH "BETTY" GRAHAM

Passed away September 25, 2024
Hired November 23, 1981

CHRISTINE FREY

Passed away September 26, 2024
Hired September 1967

JOHN B. MEDLEY

Passed away October 16, 2024
Hired January 1, 2017

MARY ANNE JANTZI

Passed away October 18, 2024
Hired September 6, 1966

M. JANE PULLIN

Passed away October 31, 2024
Hired July 1, 1975

GRACE LOGAN

Passed away November 25, 2024
Hired 1970

JIRI CIZEK

Passed away December 24, 2024
Hired 1968

KRYSZYNA LUKA

Passed away January 15, 2025
Hired September 1992 ♡

New retirees

Reported by **Human Resources**, University of Waterloo, as of January 2025.

NAME	POSITION	DEPARTMENT	HIRE	RETIRE
Donald Duff-McCracken	Director, Mapping Analysis and Design	Dean of Environment Office	23-Feb-98	01-Jul-24
Diane Bandura	CORE Administrator	Centre for Ocular Research and Education	30-Oct-89	01-Jul-24
Cheryl Kieswetter	Administrative Specialist	Kinesiology and Health Sciences	12-Mar-12	01-Jul-24
Craig Janes	Regular Faculty	School of Public Health Sciences	01-Jul-14	01-Jul-24
Timothy Brecht	Regular Faculty	Cheriton School of Computer Science	01-Sep-98	01-Jul-24
Sigrid Peldszus	Research Faculty	Civil and Environmental Engineering	01-Jul-18	01-Jul-24
Michael LeBlanc	Controls Technician Group Leader	Plant Operations	01-Jul-80	01-Jul-24
Jeffrey Shallit	Regular Faculty	Cheriton School of Computer Science	01-Sep-90	01-Jul-24
Linda Jackson	Patient Care Coordinator	School of Optometry and Vision Science	22-Sep-03	01-Jul-24
Vlasta Suliman	Cleaning Staff	Housing and Residences	09-Nov-11	01-Jul-24
Ranjini Jha	Regular Faculty	School of Accounting and Finance	01-Jul-07	01-Jul-24
Katherine McEwan	Financial Coordinator	Psychology	01-Jul-09	01-Aug-24
Mary Bland	Business Manager	Dean of Engineering Office	13-Dec-93	01-Aug-24
Jeff Hovis	Regular Faculty	School of Optometry and Vision Science	01-Jan-86	01-Aug-24
Betty Toews	Financial and Budget Analyst	Budget and Client Services (Finance)	14-Jul-80	01-Aug-24
Jeffrey Cummins	on leave		30-Jan-17	01-Aug-24
Richard Digby	on leave		10-Nov-97	01-Aug-24
Peter Huck	Regular Faculty	Civil and Environmental Engineering	01-Nov-90	01-Sep-24
Scott Nicoll	Director, Space Planning	Integrated Planning and Budgeting	15-Feb-82	01-Sep-24
Gordon Willmot	Regular Faculty	Statistics and Actuarial Science	01-Jan-86	01-Sep-24
Kevin Lamb	Regular Faculty	Applied Mathematics	01-Aug-97	01-Sep-24
Trefford Simpson	Regular Faculty	School of Optometry and Vision Science	01-Feb-94	01-Sep-24
Chris Ford	Manager, Energy	Plant Operations	18-Aug-14	01-Sep-24
Rob Gleeson	Senior Resource Design Specialist	Centre for Education in Mathematics and Computing	01-Sep-18	01-Sep-24
Ken Hirschkop	Regular Faculty	English Language and Literature	01-Aug-05	01-Sep-24
John Ravenhill	Regular Faculty	Political Science	01-Sep-13	01-Sep-24
Caryl Russell	Director, Instructor and Clinical Programs	Kinesiology and Health Sciences	20-May-80	01-Sep-24
Ann Marie Rasmussen	Regular Faculty	Germanic and Slavic Studies	01-Jan-15	01-Sep-24
Marianne Vandergriendt	Biogeochemical Research Technician	Earth and Environmental Sciences - Ecohydrology	06-Jul-81	01-Sep-24
Ursula Barnett	Account Coordinator	Co-operative and Experiential Education	02-Jan-13	01-Sep-24
Maurice Dusseault	Regular Faculty	Earth and Environmental Sciences	01-Sep-82	01-Sep-24
Elizabeth Irving	Regular Faculty	Optometry and Vision Science	24-Apr-85	01-Sep-24
Leanne MacKay Bain	Reception and Admin Assistant	Conrad Grebel University College	01-May-12	01-Sep-24
Daphne McCulloch	Regular Faculty	School of Optometry and Vision Science	01-Mar-13	01-Sep-24
Pu Chen	Regular Faculty	Chemical Engineering	01-Jul-87	01-Sep-24
Conrad Hewitt	Regular Faculty	Centre for Education in Mathematics and Computing	01-May-14	01-Sep-24
Andrew Kennings	Regular Faculty	Electrical and Computer Engineering	01-Apr-02	01-Sep-24
Karuna Ausman	International Recruitment Specialist	Registrar's Office - International Recruitment and Partnership	01-May-17	01-Sep-24
Barbara Forrest	Regular Faculty	Mathematics Undergraduate Group	29-Aug-18	01-Sep-24
Sherry Dupuis	Regular Faculty	Recreation and Leisure Studies	01-Jul-01	01-Sep-24
Patricia Skinner	Faculty	Renison University College	01-May-06	01-Sep-24

RETIREMENTS

NAME	POSITION	DEPARTMENT	HIRE	RETIRE
Tod Rutherford	On leave		01-Mar-01	01-Mar-24
Peter Frick	Professor	United College	01-Sep-89	01-Sep-24
Trien Nguyen	Regular Faculty	Economics	01-Aug-83	01-Sep-24
Glenn Anderson	Computing Consultant	IST – Customer Relations and Support	01-Sep-80	01-Sep-24
Melanie Campbell	Regular Faculty	Physics and Astronomy	01-Oct-84	01-Sep-24
Michael Worswick	Regular Faculty	Mechanical and Mechatronics Engineering	01-Jul-98	01-Sep-24
Esther Pinnock	Library Assistant: Holdings Maintenance	Library	18-Aug-75	01-Sep-24
William J. Cook	Regular Faculty	Combinatorics and Optimization	01-Jun-13	01-Sep-24
Monica Barra	Regular Faculty	Chemistry	01-Jul-95	01-Oct-24
Michael Dixon	Regular Faculty	Psychology	01-Jul-97	01-Oct-24
Phillip Beesley	Regular Faculty	School of Architecture	01-Sep-99	01-Oct-24
David Wagner	Regular Faculty	Combinatorics and Optimization	01-Sep-89	01-Oct-24
Debbie Helm	Custodian	Plant Operations	23-Apr-12	01-Oct-24
Kathy Winter	Privacy Officer and Assistant University Secretary	Legal Counsel	16-Oct-00	01-Nov-24
Moira Glerum	Regular Faculty	Regular Faculty	01-Jul-11	01-Nov-24
Gabriel Moreira	Personnel Truck Driver	Plant Operations	18-Sep-78	01-Nov-24
Gary Goetz	Electrician	Plant Operations	10-Feb-03	01-Nov-24
Nancy Oldford	Research Training and Compliance Officer	Office of Research	01-Feb-16	01-Dec-24
Lorraine Craig	Research Associate	Psychology	01-Aug-12	01-Dec-24
Maria Liston	Regular Faculty	Anthropology	01-Jul-97	01-Jan-25
David Wang	Regular Faculty	Electrical and Computer Engineering	01-Jan-85	01-Jan-25
Dara Gilbert	Regular Faculty	Chemistry	01-Aug-17	01-Jan-25
Regina Vera Quinn	Regular Faculty	Spanish and Latin American Studies	01-Jan-16	01-Jan-25
William Anderson	Research Faculty	Civil and Environmental Engineering	01-Jan-18	01-Jan-25
Nancy Orvis-Kom	Undergraduate Coordinator	Mathematics Undergraduate Office	27-Aug-01	01-Jan-25
Mary Robertson	Purchasing and Inventory Control Coordinator	School of Optometry & Vision Science	13-Jun-86	01-Jan-25
Colin Jones	Examinations Specialist	Client Development and Learner Services (Centre for Extended Learning)	12-Feb-18	01-Jan-25
Mary Lyn Payerl	Associate Director, Administration	Institute for Quantum Computing	02-Jan-07	01-Jan-25
George Labahn	Regular Faculty	Cheriton School of Computer Science	01-Jul-88	01-Jan-25
Robert Mann	Regular Faculty	Physics and Astronomy	01-Sep-87	01-Jan-25
Zoran Miskovic	Regular Faculty	Applied Mathematics	01-Jul-07	01-Jan-25
Margaret Adaran	Co-op Advisor	University Employment (Co-op and Experiential Education)	13-Oct-98	01-Jan-25
Zsuzsanna Balint	Food Services Assistant	Food Services	31-Aug-14	01-Jan-25
Ruth Huard	Administrative Manager and Assistant to the Associate Vice-President, Academic	AVP Academic Programs	01-Jul-85	01-Jan-25
Colin Ellard	Regular Faculty	Psychology	01-Jul-91	01-Jan-25
James Jacewicz	Custodian I	Plant Operations	24-Mar-03	01-Jan-25
Giovanni Cascante	Regular Faculty	Civil and Environmental Engineering		01-Jan-25
Jatin Nathwani	Regular Faculty	Management Science and Engineering	01-Sep-07	01-Jan-25
Tarek Hegazi	Regular Faculty	Civil and Environmental Engineering	01-Jan-97	01-Jan-25
Wayne Oldford	Regular Faculty	Statistics and Actuarial Science	01-Sep-86	01-Jan-25
Connie Deighan	Library Assistant: Derived Cataloguing	Library	01-Oct-74	01-Jan-25
Matthew Erickson	Director, Conflict Management and Human Rights	Associate Provost, Campus Support and Accessibility	02-Aug-88	01-Jan-25
Cecilia Imunu	Custodian I	Plant Operations	19-Apr-04	01-Jan-25
Fiona Dhanapala	Counsellor	Campus Wellness – Counselling Services	27-Oct-14	01-Jan-25

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2025-2026

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Ester Kipp* (1994-2004)
Bob Norman (2008-2016)
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Alan George (2015-2021)

*with us in spirit

(Years of service on Board)

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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**. Email 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 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
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