

WATtimes

SUMMER/FALL 2025

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PUBLISHED BY THE RETIREES ASSOCIATION AND THE UNIVERSITY OF WATERLOO



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FINAL PRINT ISSUE!



UNIVERSITY OF
WATERLOO

WATtimes

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Save the dates!



October 28

Our popular Fall luncheon takes place on October 28, 2025 at University Gates. Free parking!

December 3

Join us on December 3, 2025 for our annual holiday party to ring in the festive season.

Watch your email for details!

FROM THE EDITOR

Editor's message

It is funny how, once you retire, September has an entirely different feel. The children have grown up; there is no back-to-school angst, no stress about course outlines or reading lists, no need to update your wardrobe, no need to set your alarm. September is now clearly a reminder to enjoy the autumn of our lives.

We hope this issue of WATtimes will contribute to that enjoyment. For those of you who like to travel and those who are considering new horizons, we have packed this issue with lots of possibilities. Three first-hand retiree accounts of out-of-the-ordinary trips reflect reactions to the variety of options for travel: from the delight of individual discovery to the comfort of custom-designed holidays. The choice is clear: the sky's the limit.

Because the UWRA is a member of CURAC (College and University Retiree Associations of Canada), UW retirees can take advantage of money-saving affinity partners (see p. 24). Two of these, Trip Merchant and Collette, are travel specialists whom we invited to share their five favourite destinations. And Trip Merchant's Tom Maclean has been hard at work creating our very own UWRA expedition: a 17-day discovery of Spain's Costa del Sol in April 2026.

While we are excited about the spotlight on travel in this issue, we know how much you like our regular features. This issue's "Then and Now" casts a nostalgic eye on the University Club (formerly the Faculty Club), which closed its doors permanently at the end of July. And I am particularly grateful to one of our readers, Joan Selwood, for drawing our attention to the commemoration by a British stamp of Waterloo's own Bill Tutte, now recognized as a top wartime code breaker. We will continue to feature past and present members of the Waterloo community, even as we transition from print to digital for the semi-annual publication of WATtimes.

However you read WATtimes, we hope to keep providing you with enjoyable content – as well as information that is essential to you as people on pensions. In that vein, let me draw your attention to one of our best-read columns: David Taylor's Pensions & Benefits Updates. David has tirelessly volunteered his mathematical expertise to the UWRA since 2017, and we are especially lucky to feature his take on the University Pension Plan currently under consideration by the University.

Happy and healthy reading! ♥

All the best,

JUDI JEWINSKI

jjewinski@uwaterloo.ca



President's message

BY VIVEK GOEL, PRESIDENT AND VICE-CHANCELLOR



Dear Retirees,

Thank you for opening up this final print edition of WATtimes. For years, this magazine has kept our retiree community informed, engaged, and connected. I want to personally thank everyone who read and contributed to it over the years. You've helped maintain a vital link between the university and the people who've grown it into a shining example of excellence in research, teaching, learning and community.

As WATtimes evolves, our commitment to staying connected remains strong. When we launched Waterloo at 100 we grounded it in the unique founding principles of the institution. As retirees, your vision, dedication and ingenuity were key ingredients to why we think differently at Waterloo.

We are exploring new and innovative ways to engage with retirees – online, in person, and through more flexible communications. For instance, many of you have participated in the development of the new Campus Plan by completing surveys on the future design of our physical campus.

We aim to keep you informed, keep you involved, and keep you part of the Waterloo community.

This issue's focus on international travel is a good reminder of how diversity of perspective can lead to innovation. Our researchers work with partners around the world. Our students travel to learn and grow. Our alumni live and work in more than 150 countries.

Many of you are exploring the world in retirement. By volunteering, learning, and sharing your experience you're acting with purpose as ambassadors for Waterloo wherever you are. These small acts have a big impact.

Please know that you remain an essential part of the University of Waterloo. Your work laid the foundation for what we are today. Your voice continues to shape what comes next.

Thank you for staying part of our community and we look forward to remaining connected. ♥

Sincerely,

A handwritten signature in black ink that reads "Vivek Goel". The signature is fluid and cursive, with the first name "Vivek" and last name "Goel" clearly distinguishable.

VIVEK GOEL,
President and Vice-Chancellor
University of Waterloo

A message from the UWRA president

BY RON CHAMPION

2025.

It occurred to me that this issue of WATtimes is a special one.

It's the first WATtimes, I think, to feature articles submitted by two CURAC affinity partners – Trip Merchant and Collette. When the UWRA joined CURAC (the College and University Retiree Associations of Canada) about three years ago, I knew nothing about the organization but voted “yes” to join based on then-UWRA President Lynn Judge's recommendation.

I've since learned a great deal about CURAC and, full disclosure, I have been elected to CURAC's Board for a two-year term. I also chair CURAC's Affinity Marketing Committee. CURAC represents more than 40 college and university retiree associations across Canada, hosts a national conference, engages with affiliate partners, and connects retiree associations: we learn from one another. And the CURAC affinity partners? We haven't done a very good job of promoting them, but that's about to change, starting with the UWRA and WATtimes. My sneak peek at the Trip Merchant and Collette articles made me want to pack my bags!

This issue of WATtimes is also the first with a travel theme. I first travelled to Europe when I was eight. (The best part? I discovered Neapolitan ice cream in Italy.) Since then, I've been very fortunate to visit every Canadian province, most of Europe, much of Mexico, Colombia, several countries in Southeast Asia (notably China), New Zealand, and others. I have vivid memories of scenic splendour, interesting people, and great food, but what I value most is what travel has taught me about Canada and our culture. It's good to go away, but it's great to come home!



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!

This WATtimes includes information about the first-ever UWRA-sponsored international trip (see page 5)! Consider joining fellow retirees in Spain next April. Custom-designed for us by Trip Merchant, the trip includes a good balance of scheduled excursions and free time, with the option of staying for two or three weeks.

Finally, but on a less positive note, this issue of WATtimes will be the final print issue. The University of Waterloo is facing challenging headwinds and a \$94 million projected deficit. We are very grateful for the University's strong support over the years, including the production, printing, and mailing of WATtimes to nearly 3,000 retirees; we also understand the need to cut costs across the board, and we're prepared to do our part.

As always, thank you to everyone – UWRA directors, retirees, WATtimes contributors, and University personnel – for your engagement and contributions.

Please email me with any questions, suggestions, or concerns. ♥

RON CHAMPION

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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.

Welcome to our newest Board members!



Jean Andrey

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Jean Andrey has been at University of Waterloo since 1983 – first as a student and then as a professor in the Department of Geography and Environmental Management.

She ended her career by serving as Dean of the Faculty of Environment from 2014 to 2022, advocating for a greater focus on sustainability in both scholarship and operations.

Since her retirement, Jean has been busy travelling, attending musical and theatrical performances, being more physically active, and spending more time with family and friends. She reflects that this chapter of her life has some of the freedoms that she enjoyed as an undergraduate student, but with more money.

Jean, who is currently secretary of the UWRA, is excited by the many social activities that the Association provides and is happy to contribute to maintaining a vibrant community of UW retirees.



Duane Kennedy

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Duane Kennedy received a Bachelor of Mathematics from UW in 1977. He returned to the University in 1981 as a faculty member in the new Accounting Group. He retired from the School of Accounting and Finance in 2023. He served as an Associate Dean in the Faculty of Arts and has served on a variety of committees within SAF and across campus.

Duane and his wife Pamela have been married for forty-five years and live in Waterloo. They enjoy spending time with their two children, who live in Toronto and Guelph.

Duane looks forward to sitting on the UWRA's board, learning more about the UWRA, and working to help all members “thrive in retirement.”



Katrina Di Gravio

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Katrina has been with the University for over forty years. She began her career as a member of Human Resources in 1980, as senior Staff Relations Coordinator. Prior to retirement she served as the Director of Organizational Human Development, a unit dedicated to professional learning and development opportunities for all employees.

Katrina was the primary University resource for training and development for over fifteen years. She established Waterloo's Principles of Inclusivity, the Annual Staff Conference, and served on the President's Anti-Racism Task Force (PART).

Now retired, Katrina remains connected to campus part time teaching both Human Resources Management and Training and Development for the Department of Psychology. She is glad to have the time for fitness classes at the Waterloo Recreation Centre, and she enjoys walking, including joining retiree walks with Marg and Howard.

Katrina wants all retirees to have a voice in the events and activities offered by the UWRA. She is keen to help make their retirement successful in every way.



Caryl Russell

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As a Certified Exercise Physiologist and Registered Kinesiologist, Caryl has spent over forty years helping people of all ages live healthier, more active lives. Her career in Clinical Rehabilitation has supported individuals managing cardiac conditions, cancer, dementia, and obesity. Over the years, she's shared her expertise as both an exercise physiology instructor and a program director.

Now retired from the Department of Kinesiology and Health Sciences, Caryl continues to guide and support community members through personalized programs and health coaching to encourage positive lifestyle changes. Outside of her professional work, Caryl spends quality time with her five grandchildren and loves staying active indoors and outdoors.

As part of UWRA, she is passionate about continuing to support people in making healthy choices and mentoring future leaders who share her vision of building stronger, healthier communities.

Upcoming Spain trip

¡Bienvenido a España!

Join this long-stay vacation in Spain created exclusively for the **University of Waterloo Retirees Association!**

Embark on a 17-night, long-stay vacation in the sun-drenched Costa del Sol! Your home base will be in Fuengirola, a lively seaside town known for its golden beaches, vibrant promenade, and excellent transport links – perfectly positioned at the heart of the Costa del Sol.

During your stay, enjoy guided excursions to some of Andalusia's most captivating destinations:

- Granada, home to the stunning Alhambra Palace and steeped in Moorish heritage;
- Gibraltar, the iconic British Overseas Territory where you can visit the Rock of Gibraltar and enjoy sweeping views across two continents;
- Ronda, famed for its dramatic cliffs and the breathtaking Puente Nuevo bridge that spans a deep gorge; and
- Setenil de las Bodegas, a charming white village where houses are uniquely built into the surrounding rock formations.

Accommodations include one-bedroom and two-bedroom apartments, each offering a fully equipped kitchen, a spacious living area, and a sunny terrace – perfect for relaxing after a day of exploring.

This unique vacation offers the ideal blend of cultural discovery, historical insight, and the laid-back Mediterranean lifestyle of southern Spain.



What? No bus trip to Buffalo?

NOPE. WE'RE GOING TO SPAIN INSTEAD!

Trip Merchant – a CURAC affinity partner – has designed this trip expressly for the UWRA. Our UWRA is a member of CURAC – the College and University Retiree Associations of Canada.

DATES

- Optional 6-night pre-extension, Madrid and Seville, April 5-11, 2026
- 17 nights, Fuengirola, April 11-28, 2026

University of Waterloo retirees, the nearly retired, their family members, and friends are all welcome on the trip.

The cost of the 17-night portion is \$3,499 per person, based on double occupancy. That's a \$300 savings off the regular rate. That price does not include airfare but does include all scheduled excursions. Visit the Trip Merchant website for the full details of what's included and what's not.

The one- and two-bedroom apartments are ideal for sharing

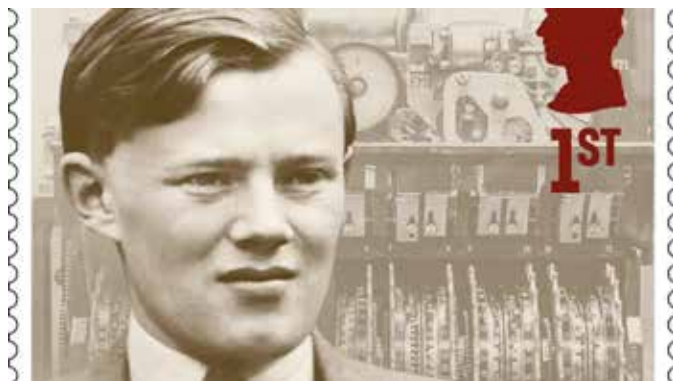
(The UWRA or Trip Merchant can help you find your roommate.)

For a longer stay, begin your Spanish adventure with a 7-day/6-night pre-extension that takes you through two of Spain's most iconic and culturally rich cities: Madrid and Seville. This journey offers the perfect blend of world-class art, vibrant street life, Moorish architecture, and Andalusian soul – all before your relaxing stay on the Costa del Sol.

For the full details – including itinerary, pricing, dates, registration, and more – visit the UWRA website (search for “UWRA Spain”), claim your Trip Merchant account (it's free and customized for CURAC members), register for the trip, and start packing!

For more information:

- Visit the UWRA website (search for “UWRA Spain”)
- Visit the Trip Merchant website (after claiming your free Trip Merchant CURAC account; search for “CURAC Trip Merchant account”)
- Contact Ron Champion, UWRA President
- Contact Trip Merchant - 1-800-481-9739, info@tripmerchant.com



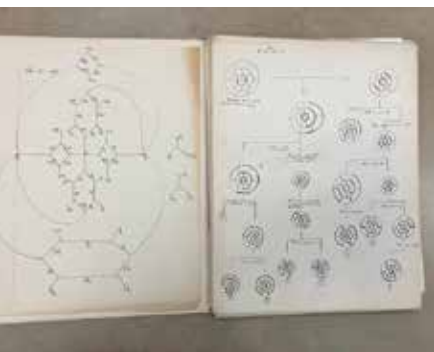
England releases VE Day stamp honouring William Tutte

BY MELODIE ROSCHMAN

This article was originally published in Waterloo News.

Waterloo professor and WWII codebreaker Dr. William T. Tutte (1917-2002) is one of ten individuals being honoured by Great Britain's Royal Mail in a **stamp series** commemorating the 80th anniversary of Victory in Europe (VE) Day.

Tutte's stamp, which features his photograph in front of a multi-wheeled code machine, recognizes him for "Codebreaking the Lorenz cipher machine at Bletchley Park." The stamp is the British government's first public recognition of the vital role Tutte played in the fight against Hitler's Nazi regime. For half a century, however, his work was top secret.



The Puzzle War

Tutte was born in 1917 in the small town of Newmarket, UK, to a working-class family. He excelled in school, winning scholarships first for high school, then to Cambridge University, where he studied chemistry.

From the beginning, he was interested in mathematics and

worked recreationally with three friends to solve several famous combinatorics problems. Their theory regarding one of these – dissecting a square into squares of unequal sizes – was published in *Duke Mathematical Journal*.

Eventually, this solution would help Tutte earn a reputation as an international leader in combinatorics. First, however, his aptitude for puzzles caught the attention of the British war effort.

Bletchley Park – made famous by Alan Turing and *The Imitation Game* (2014) – was Great Britain's top-secret WWII codebreaking research centre. Early in the war, Britain had great success breaking Nazi code encrypted by the Enigma machine, a device that used three movable wheels to create sophisticated ciphers. Soon, however, another mysterious code – nicknamed "Tunny" – emerged. Tunny was being used by Hitler and his generals for vital army communications and was far more complicated than Enigma.

After months of fruitless efforts, the codebreakers got lucky. In August 1941, a German operator in Athens sent a 4,000-character message to Berlin, and – when it didn't come through properly – he sent the same message again. This time, the operator was lazy: he broke protocol by transmitting twice without changing the encryption settings, and he altered some of his original words and punctuation.

The result was a rich sample of Tunny ready to be broken. A linguist and army officer, Brigadier John Tiltman, manually decrypted the individual message. But, after three months of effort, he and his team were no closer to figuring out how the machine generating Tunny worked.

The unsung hero

That's where Tutte came in. He applied methods he had used in his combinatorics work to look for patterns in the Tunny code, and ultimately was able to determine how the Germans' Lorenz machine was using twelve wheels to encrypt code. "Thus were the entire workings of the TUNNY machine exposed," he recalls in a 2000 memoir, "without any actual physical machine or manual thereof coming into our hands."

Tutte also created a statistical method for strategically attacking encrypted code, allowing Bletchley Park to decrypt intercepted Nazi messages in hours instead of weeks. This intel had a crucial impact on the Russian front, at D-Day and in many other parts of WWII.

Experts estimate that the information gained by breaking Tunny shortened WWII by two years, saving more than twenty million lives.

"I have met many people in the course of my life who worked at Bletchley and had no idea who Tutte was," says Dan Younger, professor emeritus of Combinatorics & Optimization and Tutte's long-time friend. "And they were all working to realize his statistical method for codebreaking! That's the shame of him not receiving recognition earlier. He was a central figure in the work that was done at Bletchley Park."



The Codebreaker's path to Waterloo

After the war, Tutte was officially sworn to secrecy regarding his work as a codebreaker. He finished his PhD in mathematics at Cambridge in 1948, and then moved to Canada to work at the University of Toronto. Soon, he became known internationally as a pioneer in graph theory.

In 1962, Dr. Ralph Stanton wooed him to join the brand-new University of Waterloo, with promises that he could focus exclusively on his true love of combinatorics. Tutte and his wife Dorothea moved to a quiet home in the country, and for the next two decades he helped create the Combinatorics and Optimization department and cement its reputation as the best in the world.

In 1987, he was made a Fellow of the Royal Society of London for his mathematical accomplishments.

That same year, two years after retirement, Waterloo awarded Tutte an honorary doctorate. The citation provided as much information on his war work as was available at the time, noting that he “made the crucial observations that led to the deciphering of one of the German secret codes.”

Secrets revealed

In the late 1990s, Tutte's work on Tunny was finally declassified.

In May 1997, shortly before his 80th birthday, an article in *New Scientist* revealed the mechanics and importance of Tunny, and the role Tutte and other researchers played in cracking it.

In 2001, Governor General Adrienne Clarkson awarded Tutte the Order of Canada, partially in recognition of his wartime achievement.

Tutte died in 2002 at the age of 84. Ten years later, Prime Minister David Cameron wrote a letter to Tutte's family, recognizing his work's “enormous value to the war effort” and noting that he “deserves the thanks of the British people.”

“We're all tremendously happy to see him finally recognized this way,” Younger says of the Royal Mail stamp. “I only wish he had lived to see it.”

To **learn more**, visit the Department of Combinatorics and Optimization's page about Tutte's life and research.

THEN AND NOW



A fond farewell to the University Club

With notes and photos by Sue Fraser, Ron Champion, and Christine Wagner.

Launched on January 23, 1970, with a grand opening event, the University Club immediately became a popular place on campus to socialize after work, celebrate milestones (birthdays, engagements, weddings, retirements, graduations), and indulge in lavish all-you-can-eat buffets around major holidays. All that came to an end on July 31, 2025, when the University Club closed its doors permanently after 55 years of operations.



Before that happened, your UWRA invited members to meet one last time at the University Club for a nostalgic afternoon on July 16. Some called it a celebration of life, even describing it as “like

a wake.” About 70 people attended, including retirees and spouses, campus leaders, and UWRA supporters.

Former Director of Distance and Continuing Education Don Kasta shares memories at the UWRA farewell event in July.



As they enjoyed courtesy refreshments and a cash bar, several retirees took advantage of the open mike to share their memories. One pair of retirees (Rob and Sherry Hartung) had their wedding reception at the Club decades ago and shared their photos. Janne Janke, a former Writing Centre tutor, fondly described the Club as an oasis during the intensive post-Labour Day marathon English Language Proficiency Exam sessions in the gym next door. Many retirees gratefully remembered long-serving UC staff, especially Leslie Schaefer and Gary Molson.

Over the afternoon of reminiscing, there were many questions about what's going to happen to the building now. Someone quipped “Make it a club for retirees!”

Thanks to the University for providing complimentary parking in M Lot!!!

Pension and benefits update

BY DAVID TAYLOR

Today, I focus entirely on the University Pension Plan (UPP), which, over the last few years, has eaten up hours at the Pension & Benefits Committee (P&B). There have been multiple presentations by our consulting actuaries and two presentations by representatives of UPP, one on the plan in general and one on its approach to investing.

All have been intended to keep P&B informed in case it eventually needs to make a recommendation. As you might expect, UPP presentations promote it as a better choice than pension plans run by individual universities. Presentations by our own consulting actuaries have been largely neutral, albeit with a “UPP” slant.

Recently, the University administration now seems to be considering joining UPP. One indication of the shift is the “education session” for the Board of Governors in June, to which P&B members and the Pension Investment Committee were invited.

Repercussions are important to retirees. What follows is an attempt to describe UPP in general, raise concerns, and sketch what steps may be taken.

The concept

The concept behind UPP was to provide an Ontario-wide pension plan for university

employees, replacing existing individual plans at each institution. Three universities (“the founding universities”) joined UPP as it came into existence: the University of Toronto, Queen’s University, and the University of Guelph. UPP took over their pension plans on July 1, 2021. Trent joined UPP later, and Wilfrid Laurier University (WLU) will join on January 1, 2026.

The general structure of pensions under UPP is the same as in our current plan, with both contributions and pensions being slightly higher. The situation with respect to early retirement is complicated, because UPP bases it on age plus years of service, whereas our current plan is based only on age. Unfortunately, in UPP there are specific situations in which one month’s difference in retirement date can make a big difference in one’s pension, making it imperative to check carefully before picking a retirement date.

With respect to inflation indexing, UPP superficially resembles the current UW plan. Pensions are indexed at 75 per cent of the rate of inflation, as with pension earned at UW since the beginning of 2014. A key difference, however, is in what happens when inflation exceeds 5 per cent. For both, inflation indexing is guaranteed only up to that amount, but for our current plan any “missing” indexation must be made up later. For UPP, the situation beyond 5 per cent inflation appears to be essentially, “We will do our best,” which is not particularly reassuring.

This difference also raises a question about how the transition to UPP would work. Pension earned prior to such a transition is supposed to transfer into UPP without change. On the surface, that means current retirees won’t be affected at all. As usual, the devil is in the details.



After a transition to UPP, P&B would no longer have any involvement, so it would not be making discretionary decisions about the pension plan. We have now been told that the UW plan would need to be amended to remove any such discretionary aspects. I initially assumed that meant some formula, presumably based on the funded status of the plan, would be devised to generate the parameters that P&B currently decides (when necessary) year by year. At the education session, there was a very odd comment to the effect that UW was only required to maintain the non-discretionary aspects of the plan. If that implies, for example, that inflation indexing beyond 5 per cent could simply be dropped, it becomes a huge concern.

Beyond the basics, there are other differences, some of which are worrisome. These include plan governance, guarantee of pension funding, and what is considered acceptable risk.

Plan governance

An obvious change in moving to UPP is that we would be giving up control and become just one voice among many. There are also unfortunate details about the UPP governance structure, too complex to describe here. A key point, however, is that faculty and union staff have significant influence in governance, non-union staff have negligible influence, and retirees have none. (Unfortunately, this reflects the evidently ad-hoc way UPP was put together. U of T faculty are not unionized, so union and non-union faculty are treated equally. For the three founding universities, nearly all staff are unionized.)

We are told that retirees do not have a role in governance for most pension plans. That makes UW and our current plan unusual, but unusual in a good way. We are told negotiations as part of the process leading up to a decision for UW to join UPP could well result in a change to the UPP governance structure, giving non-union staff a greater voice. While that sounds appealing, it also raises the concern that we would be joining something with a basic governance structure that can change in unknown ways.

Guarantee of pension funding

Obviously, for any pension plan one hopes that investments and plan risks are managed well so that there is never a disaster or near disaster. For our current plan, UW is ultimately responsible for making sure that the plan meets its obligations, including making up any shortfall if the plan is shut down.

For a Jointly Sponsored Pension Plan (JSPP), such as UPP, there is no guarantee, since the plan (as a corporate entity) has no assets beyond the pension investments. Obviously, we are supposed to believe that UPP is too large (and too well run) to fail. For a JSPP with a long history, such as the Ontario Teachers' Pension Plan, one can have substantial confidence that disaster will be avoided, although the standard qualification "past performance is not a guarantee of future performance" needs to be considered. It is currently difficult to have the same degree of confidence about UPP.

Acceptable risk

All defined-benefit pension plans are required to have periodic actuarial valuations to determine whether there are sufficient assets to pay pensions for current retirees and for current employees when they retire.

Two of these valuations are known as "going concern" and "solvency." The going-concern valuation assumes that the plan continues to operate and that assumptions about interest rates, inflation, ages at which employees retire, retiree death rates, etc., are approximately correct. The solvency valuation assumes that the plan is shut down immediately and current assets need to be used to provide annuities in place of current and future pensions, except that inflation indexing is ignored. If either of these valuations falls below 100 per cent, additional contributions to the plan are required, to bring it up to 100 per cent funding.

But UPP (as is apparently common for JSPPs) is not required to meet the solvency requirement. It is hard to understand why this is presented as an advantage for UPP, since it means the plan can ignore signs of trouble that the UW plan is required to deal with. A claimed advantage of UPP is that the plan holds such a large amount of money that it can take advantage of investment opportunities that are not available to smaller pension plans. It is hard to assess how much difference that makes, and UPP investment performance to date doesn't make a strong case.

Summary

At the education session in June, it was claimed that UPP can achieve investment performance at least similar to what UW achieves, but with lower investment costs. A sharp-eyed Board member pointed out that UPP currently has higher investment costs than UW. Maybe that will change. There was another curious comment. The UW General Counsel pointed out that UW is both the pension-plan sponsor and the plan administrator. In the latter role, but not the former, it has a fiduciary responsibility. (In this context, a fiduciary is required to act in the best interests of pension-plan members.) Shutting the plan down and handing it over to UPP falls under the plan-sponsor role. I presume the statement about the two roles is legally correct, but it seems at best odd to emphasize that UW is not obliged to act in the best interests of plan members in a potential transition to UPP.

In my view, there are many concerns about UPP, many of which have been raised at P&B meetings. Since the UW pension plan is in good shape and is viewed as being well run, it is curious that a transition to UPP seems now under active consideration. The claim is that the regulatory and investment aspects (the use of non-traditional investments in an attempt to achieve higher returns) are making the operation of a pension plan more complex. A small (only \$2.5 billion) plan such as UW's may have difficulty handling this increasingly challenging environment.

I am not aware of any cost estimates, which will clearly be needed as input to any eventual decision. I am also sufficiently cynical to wonder how much of the added regulatory complexity can be traced to the greater oversight required for non-traditional investments. These are becoming popular, not just in our pension plan, but there is controversy as to whether they are genuinely worthwhile, especially if they increase the burden of meeting oversight requirements.

The next step related to UPP for the University is that there will be information sessions for retiree and employee groups this fall, with no precise roadmap beyond that point. Unfortunately, the administration has indicated that the Pension and Benefits Committee will not be involved as consideration of UPP continues. That is clearly inappropriate, since P&B is the part of the University governance structure that concentrates expertise related to the pension plan.

Unsurprisingly, the announcement that P&B was not going to be involved did not go over well with the committee. If there is an eventual attempt to move UW into UPP, each employee and retiree will receive an information package. I am told the material required to be in the package means it will be large enough to be intimidating. Then, approval from stakeholders will be required. For employee groups, two-thirds approval is required, with the complication that for union staff, the union provides or denies approval on behalf of all its members, but for non-union groups, all employees vote. For retirees, it is a disapproval vote – the requirement is that fewer than one third of retirees vote against joining UPP. ♥

To be continued . . .

Professor Emeritus of the David R. Cheriton School of Computer Science, David Taylor represents UWRA on UW's Pension & Benefits Committee. He has been preparing updates for WATtimes since 2021.

a special **THANK YOU** AND UPDATE

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



University of Waterloo Retirees'
Bursary Award
Presented to Sherah Kuiper,
Faculty of Arts

My University of Waterloo Experience

My most rewarding experience in affiliation to the University of Waterloo would be the opportunity I had to study abroad. I was able to spend four months in the Netherlands. It was amazing to be able to experience a new way of learning, and it is an experience I will never forget. I have spent a lot of time getting involved with the recreation athletics on campus, including soccer and volleyball. I have thoroughly enjoyed continuing my love of competition, and staying active during school through these means. My future career goal is to get my master's in occupational therapy. I first intend to spend some time gathering resources to make this happen.

I originally chose Waterloo because of the co-op program and because I was receiving an early acceptance from them. I thought it would be a good experience to move a little bit further away from home. I quickly realized that the co-op program was not for me, and instead I sought out other experiences that I could have. This is how I came across the opportunity to go abroad. Overall, I believe that Waterloo's Psychology program is one of great quality, and that they have better organization in terms of course selection than other universities.

Thank you!

This bursary is significant to me because it felt like the final piece of encouragement I needed as I approach the end of my degree. It made me feel like everything would be okay. Being a young adult and balancing school, work, social life, and finances can be quite daunting. Knowing that you have what is needed to get through the semester helps relieve student stress. This is especially important to me as there was a lot of pressure for me to go to school, but my parents were also not able to support me financially. Having individuals be willing to donate to students provides so many more opportunities for education.

Nearing the end of my degree, I am increasingly aware of the individual I have been able to become with the help of learning. I look forward to continuing to learn, and to apply gathered knowledge to my future career, schooling, and to life. So thank you, I am incredibly grateful for your willingness to allow people like me the opportunity to not only get educated but to also truly grow.

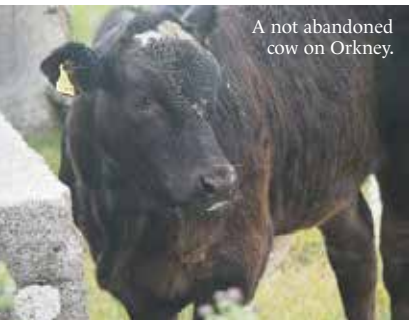
Sherah Kuiper
Faculty of Arts student



Tales in Touristory: fact-checking our tour guide

BY KAREN CLARK.

Andrew, our guide, had us in his care for most of our recent thirteen-day tour of Scotland. From the front seat of the bus, he'd regularly interrupt our quiet enjoyment of the landscape – and/or our naps – with stories. Some of Andrew's tales were true. Others... less so.



A not abandoned cow on Orkney.

The first time I fact-checked him, I didn't mean to. He'd told a gripping yarn about a herd of 30 cattle that had gone feral after being abandoned on a small island in the Orkneys. According to Andrew, an elderly couple had been evacuated by helicopter due to a medical emergency, and the cattle were sadly left behind.

Curious, I looked it up. Turns out the "couple" were siblings. Their departure had been planned, driven by their increasing age and the island's primitive living conditions. There was no medical emergency, no helicopter. And the cattle? Left behind simply because moving them would have cost too much. The siblings, who had subsistence-farmed all their lives, likely knew the animals would be fine. **And they have been.**

That telling discrepancy made us skeptical. From then on, whenever cell service allowed, we fact-checked Andrew's tales in real time.

Here's a sampling of his finest whoppers:

- St. Margaret's Hope and Hope, British Columbia, have a special relationship.

They don't.

- Cattle lie down before it rains because they don't want to eat wet grass.

Absolutely not. Cows lie down all the time, and in Scotland, it rains plenty. These two facts often overlap.

- A farmer blew up eight of the Stones of Stenness with dynamite to stop tourists from trespassing.

Only partly true. In the early 1800s, a frustrated farmer did destroy two stones – not eight – and without explosives. The rest were only protected officially in the 20th century.

- Thomas Crapper invented the toilet.

He didn't. But the line got a huge laugh on the bus.

To be fair, Andrew got a few things right:

- Highlanders did keep oats in their sporrans.
- Vikings did scratch graffiti into a Neolithic cairn on Orkney. Maeshowe, built around 2800 BCE, contains Viking runes carved roughly 3,000 years later – likely while the men were sheltering from a storm.
- There is a totem pole on Orkney, but, contrary to what Andrew said, people do know quite a lot about it. I Googled the information and sent Andrew what I found.

Andrew was cheerful, energetic, and good-natured – everything you'd want in a tour guide. He just had a looser relationship with the facts than some of us were hoping for on our holiday.

Of course, Andrew was not alone. The couple pictured here are performing some touristory for the Internet. I took this photo from the bridge spanning the River Sligachan on the Isle of Skye.



According to local tradition, if you dip your face in the waters of the Sligachan River and let it dry naturally, you will be granted eternal beauty.

Or not. ♥

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.

You can find her on Substack: karen101.substack.com

Discovering Norway 2022

BY LYNNE TAYLOR

When life ground to a halt in March 2020, an autumn bucket-list trip to be spent exploring the fjords of Norway was put on hold. While we were able to undo most of our bookings, the one we couldn't cancel outright was a 6-day stretch on the Hurtigruten ferry, which travels the length of the Norwegian coast, dipping in and out of dozens of fjords over more than a week. Instead of a refund, we got a voucher, which we would have to use by the end of 2022. With trepidation, we booked our trip for as late in 2022 that made sense weatherwise – September.

A silver lining in the COVID cloud? We had the time to rethink the trip, which grew into a 4-week exploration of the coast of Norway, from Ålesund to Kirkenes, 1,800 km of glorious rock and sea. As we dug into logistics, it became clear that the way to travel the coast is the way Norwegians do—by plane. Taking a car or train means travelling up the spine of the country, away from the water. Instead, there is regular air service between all the “major” towns along the coastline, inexpensive flights of 45 minutes or so, like inter-city bus services in North America. We made one exception: one of the ten most scenic drives in the world, according to the *National Geographic*, is along this coastline—the Kystriksveien or Coastal Route. This, we had to drive. Wherever we could, we stayed in Airbnbs, although there are few in the north, where there were wonderfully comfortable hotels. Finally, we pledged that each stop would be for two nights minimum, so we could take time to explore the communities. We didn't want a trip that was all about airports.

The itinerary was straightforward: fly into Oslo and explore, then fly to Ålesund on the coast, and then on to Trondheim, where we picked up our rental car. From there, we drove north along the coastal highway through stunning scenery, six glorious days on a road that winds along the shore, skirting fjords, with glistening water on one side and mountains on the other. Where it was impossible to carve a road between water and rock, Norwegian engineering prowess meant impressive tunnels through mountains, electric car ferries to one of the thousands of islands that dot the coastline, and elegant, ethereal bridges arching from island to island and back to shore.



From the top: Oslo's waterfront, Ålesund and the Coastal route.



From the top: The Lofoten Islands, a helpful sign in Kirkenes.

We often had the road to ourselves, as we were blissfully post-tourist season. Picking our way along the shore, we made a point of stopping often—to hike, explore the many small museums (soaking up a lot about local communities and Norwegian history), or just bask in the scenery. The sun shone, the days were still long, the temperatures were in the mid-teens—it was idyllic. The road itself was serpentine—two lanes, twisting and buckling, sometimes narrowing to one lane—but always well-maintained. And at one point, as we hopped on yet another ferry, we crossed the Arctic Circle, 400 km from our northernmost destination, Kirkenes. That we wore only t-shirts and light jackets was hard to wrap our heads around!

The road trip ended with a ferry ride to the Lofoten Islands, a Tolkienesque chain of islands near the small city of Bodo. We spent two full days exploring and could have easily spent a week: the islands are rocky outcrops rising from the ocean, with every bend of the narrow roads bringing another stunning view. The Viking Museum was especially interesting, but it was the scenery that captivated.

Afterwards, we dropped off the car and returned to short-haul flights, flying from Narvik to Tromsø, Hammerfest, and then Kirkenes, where we met the Hurtigruten car ferry for a 6-day cruise south. Seeing the north from the air was fascinating. Because the planes are small, they fly low enough that we could see the land clearly. Once away from the coast, it was rock, as far as the eye could see, with lakes and ponds everywhere and isolated cottages scattered along the coastline and at the foot of the mountains.

The cruise to Bergen ducked in and out of over thirty fjords, dropping off and picking up people, cars, and goods (another way Norwegians move along the coastline). The ferry is very much a working ship—well-appointed and comfortable, with an excellent dining room, but a working ship nevertheless. This part of the trip gave us a second opportunity to appreciate the coastline and the light.



From the top: The view from the ferry, Stahlheim.

With a fascinating waterfront, Bergen is the second-largest city in Norway, and after the north, it felt like a bustling metropolis. Our guided walking tour of the city was well worth the time, for we learned an enormous amount about Bergen's history and Norway's present.

We picked another rental car to drive back to Oslo, stopping in Stahlheim for two nights to spend an afternoon kayaking the Naeroyfjord with an outfitter from a village called Gudvangen. It was a superlative end to the trip of a lifetime—the water was like glass, the fjord was narrow with towering walls rising 1200 metres on both sides, two eagles soared overhead—and we had it to ourselves. Well, except for the sheep in an impossibly small pasture around one bend. Apparently, they get moved from pasture to pasture by barge, so we were warned not to get too close because they might climb onto the kayaks. And they can't swim.

From there, it was back to Oslo, through the longest tunnel in Norway (24.5 km). The drive we thought would be humdrum took us through majestic mountains, above the treeline, through an autumn-tinted moonscape of rock and lichen, and then back down. A fitting and spectacular end to a phenomenal trip.

Impressions? If there is such a thing as reincarnation, my husband and I are coming back as Norwegians. Norway is a stunning country that runs well. It has taken its newfound fossil fuel wealth and invested in infrastructure, both physical and societal. There are no states or provinces, and municipalities have little power; the national government is responsible for everything. It attends to all parts of the country: infrastructure, civic architecture, and public spaces in Hammerfest, a city of 10,000 over 1,100 km north of the Arctic Circle, are as impressive (for its scale) as those of Oslo, 1,800 km away. Second, refreshingly, Norwegians frown on conspicuous consumption, so there is wealth without ostentation. Third, the outdoors is central to Norwegian life, and it is breathtaking, something Norwegians are justifiably proud of. This was truly a trip of a lifetime. ♥

Since retiring from the Department of History in 2020, Lynne Taylor has been volunteering with the Wonders of Winter and H-France Review, travelling, and reading all those books stacked around her house.

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

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

Word Search:

Top Bucket List destinations

BY JUDI JEWINSKI

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

Once you have found all the hidden travel destinations listed below, you can rearrange the leftover letters to spell out the name of a popular Italian city.

Agra	Cancun	Havana	Nice	Riyadh
Ankara	Capri	Ibiza	Oban	Rome
Bali	Coimbra	Kyoto	Osaka	Taipei
Beijing	Doha	Lima	Oslo	Thun
Berlin	Dublin	Lisbon	Paris	Vienna
Bonn	Geneva	Munich	Petra	Zermatt
Cairo	Hanoi	Mumbai	Prague	Zurich

Worth the trip: Close-ups in Kenya

BY JEAN ANDREY

I was looking for a way to celebrate my 70th birthday, and I wanted to do something special. Luckily, I had bumped into a UW alumnus, Ryan Snider, at a coffee shop about a year beforehand. Ryan, who is a professor at Humber College, as well as a guide at **Socially Responsible Safaris** (srsafaris.com), teased me that I had once promised to go on safari with him.

And so it started. I gathered a group of friends together (we were 11 in total), and I worked with Ryan on an itinerary that involved spending time in four parts of southwest Kenya over 11 days: the City of Nairobi and Nairobi National Park, Amboseli Park on the foothills of Mount Kilimanjaro, Mara North Nature Conservancy, and the Great Rift Valley west of Lake Naivasha. We travelled around Kenya by 4x4 Land Cruisers with “pop-up” roofs as well as by private plane. And we stayed in a mix of hotels, lodges, and tented camps with hut-like canvas tents.

The main point of the trip, of course, was to see wildlife, so we went on two safari outings each day – first in the morning and later each afternoon. We were blown away by the variety, number and nearness of animals in the wild, including the big five – lions, leopards, rhinoceros, African buffalo, and elephants. We learned that Amboseli Park has about 1,600 elephants, and I think we saw them all.

The cats too were phenomenal – lions, cheetahs, leopards and serval cats – as were the other mammals, including hippos, giraffes, wildebeest, zebras, hyenas, jackals, warthogs, aardvarks, baboons, and vervet monkeys. In the



Lion in the Massai Mara, African savanna elephant in Amboseli Park, A grunting, snorting, roaring hippopotamus in the Mara River, The aftermath of a cooperative kill of a topi by a hyena and cheetah, Visiting a Children's Home outside of Nairobi.



parks and conservancies that we visited, animals were accustomed to vehicles moving around.

They seemed completely unfazed as they walked alongside or crossed our vehicle paths – sometimes only a meter or two away. Only one elephant gave us attitude, and that required some waiting and repositioning.

While I started the trip with “Lion King” stereotypes of animals in my mind, I left amazed by the entire ecosystem and its food chains. We had a few rare sightings too. The first was of a cooperative kill between a cheetah and a hyena.

We came upon the kill just after the two had worked together to bring down a large topi (antelope weighting 100+ kg). The two took turns eating from the carcass as we sat in our Land Cruisers nearby. Apparently, the cheetah's brother and hunting partner had died recently, and so the cheetah adapted to the circumstances. The other rare sighting was of a full-grown aardvark digging for ants during the day, with us just meters away. This was only the third aardvark that our Kenyan guide of 25+ years had seen up close.

While our focus was on wildlife, we had some meaningful social interactions too. We were hosted at a traditional Massai village, and we learned to do beadwork with Massai women. We also visited (and supported with donations) two Children's Homes, where we got to play and sing with the kids.

I left wanting to see and know more about Africa. It was, in every respect, the best trip of my life. ♥

Dr. Jean Andrey is professor emerita 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. She joined the UWRA Board in 2024.

Trip Merchant's 5 favourite cities

BY TOM MACLEAN

Travel offers an unparalleled opportunity to explore diverse cultures, breathtaking landscapes, and historical marvels. This article offers a selection of extraordinary destinations, each offering a unique tapestry of experiences for the intrepid traveler.

Rome, Italy

Rome, the Eternal City, is a living museum. From the Colosseum's gladiatorial past to the Vatican City's spiritual grandeur, every corner reveals a new layer of history. Its vibrant piazzas, delicious cuisine, and charming neighborhoods create an unforgettable atmosphere.

The best way to see Rome's historic core is on foot. I suggest staying near Rome's main train station, Stazioni Termini Roma. This allows you to take a direct train from Rome Airport, saving you money on taxi/Uber fares. Many hotels are within a few blocks. Choose a hotel just south of the train station, perhaps along Via Cavour.

My advice is to get up early one morning and explore the city on foot to avoid the crowds. Head straight for Piazza Navona and enjoy a coffee at one of the local establishments in the square. The Pantheon is only a block away from Piazza Navona. Don't miss the Trevi Fountain. Then, consider walking along the Tiber River. Take your time and enjoy the sights.

When choosing a place to eat, avoid those located in main piazzas, as they are typically more expensive and the food is often mediocre. Instead, choose a restaurant a few blocks away, tucked away on a side street. Remember, wine is cheaper than water!



Must-See Landmark	Description	Ideal Time to Visit
Colosseum	Ancient amphitheater, iconic symbol of Rome	Morning to avoid crowds
Vatican City	Home to St. Peter's Basilica and the Vatican Museums	Early morning for Vatican Museums
Trevi Fountain	Baroque fountain, famous for coin-tossing tradition	Evening for illuminated beauty

Prague, Czechia

Prague, the capital of Czechia, is renowned for its enchanting Old Town Square, historic Charles Bridge, and stunning architecture. This city offers a magical journey through cobblestone streets, Gothic cathedrals, and vibrant cultural scenes.

Prague's beauty has captivated me on three separate visits. The Vltava River's bridges showcase an impressive array of European architectural styles. I particularly enjoy staying at the Hotel Century Old Town Square, which offers an excellent location just a 10-minute walk from the Old Town Square.

To avoid the summer crowds, I recommend visiting Prague outside of July and August. An early start is key: aim to be at the Charles Bridge by 7:00 a.m. (stopping at the Old Town Square on your way). At this hour, you'll have the bridge largely to yourself, allowing you to fully appreciate the breathtaking views of Prague Castle and the numerous statues lining this 14th-century bridge.

While in Prague, consider taking a brewery tour to sample its renowned beer. For a memorable meal, enjoy lunch at the Lobkowicz Palace, where you can dine with a panoramic view of the city.



Must-See Landmark	Description	Ideal Time to Visit
Charles Bridge	14th century medieval stone bridge that crosses the Vltava River.	Morning to avoid crowds
Prague Castle	Castle complex serving as the official residence and workplace of the President. 1300 years of history.	Mid-morning is fine. Stop for lunch at the Lobkowicz Palace
Old Town Square	Historic square in the Old Town quarter, located between Wenceslas Square and the Charles Bridge	Evening for illuminated beauty

Cartagena, Colombia

Cartagena, a jewel on Colombia's Caribbean coast, is a city steeped in history and vibrant culture. Its walled Old Town, a UNESCO World Heritage site, boasts colorful colonial architecture, charming plazas, and lively street life.

I've visited Cartagena twice and was thoroughly enchanted both times. The city's energy, the warmth of its people, and the delicious food make it a truly unforgettable destination. I highly recommend staying within the walled city to fully experience its charm. I recommend the Bastion Luxury Hotel and the Movich.

To truly soak in the atmosphere, spend your mornings exploring the Old Town on foot. Discover hidden courtyards, browse artisan shops, and enjoy a fresh fruit juice from a street vendor. In the late afternoon, find a rooftop bar within the walled city and enjoy a refreshing drink as you watch the sunset over the Caribbean Sea. Consider going to the rooftop bar at the Movich for the best sunset views. For dinner, venture into the Getsemani neighborhood, known for its vibrant street art, trendy restaurants, and lively salsa clubs.

While you're in Cartagena, don't miss the opportunity to take a day trip to the Rosario Islands for snorkeling, swimming, or simply relaxing on pristine white-sand beaches.

Mexico City, Mexico

Mexico City is a sprawling metropolis brimming with history, art, and culinary delights. From ancient Aztec ruins to world-class museums and a vibrant street food scene, this city offers an endless array of experiences.

I've visited Mexico City at least 15 times. The city has such an incredible vibe and buzz. I highly recommend staying in areas like Roma Norte or Condesa, which offer beautiful architecture, leafy streets, and an abundance of cafes, restaurants, and shops. Or the Polanco neighbourhood which has 11 museums including the National Museum of Anthropology.

To truly appreciate the city's scale, consider taking a hop-on-hop-off bus tour on your first day. This will give you an overview of the major attractions and help you plan your subsequent explorations. Don't miss a visit to the Zocalo, the city's main square, home to the Metropolitan Cathedral and the Templo Mayor archaeological site. Cruise on Lake Xochimilco on a colourful, flower-adorned trajineras (traditional wooden boats). For an evening of cultural immersion, consider a Lucha Libre wrestling match, or explore the vibrant Coyoacán neighborhood, where you can visit Frida Kahlo's Blue House.

While in Mexico City, be sure to sample the incredible street food – from tacos al pastor to esquites, the flavours are unforgettable. For a more upscale dining experience, explore the restaurants in Polanco.



Must-See Landmark	Description	Ideal Time to Visit
Walled City (Old Town)	Historic colonial centre, a UNESCO World Heritage site, with colorful buildings, plazas, and charming streets.	Morning for walking, evening for atmosphere
Castillo San Felipe de Barajas	A massive fortress built to protect the city from pirate attacks, offering panoramic views of Cartagena.	Morning to avoid heat
Rosario Islands	Archipelago of coral islands known for their clear waters and vibrant marine life, perfect for snorkeling and relaxation.	Day trip



Must-See Landmark	Description	Ideal Time to Visit
Zocalo	Main square, surrounded by historic buildings and the Metropolitan Cathedral.	Morning for walking, evening for atmosphere
Teotihuacan Pyramids	Ancient Mesoamerican city, including the Pyramid of the Sun and Pyramid of the Moon.	Morning to avoid heat and crowds
National Museum of Anthropology	Contains the world's largest collection of Mexican art. Artifacts from the Mayans, Aztecs, Olmecs, Toltecs and Zapotecs.	10 AM

Seville, Spain

Seville is the capital of Andalusia, Spain, and is a city of passionate flamenco, stunning Moorish architecture, and vibrant orange tree-lined streets. Its rich history and lively atmosphere make it a truly captivating destination.

The city is very walkable, and its historic centre is a joy to explore. I recommend staying in the Santa Cruz neighborhood for its narrow, winding streets and proximity to major attractions.

Start your exploration in the morning at the stunning Plaza de España, an architectural masterpiece. From there, head to the Seville Cathedral and climb the Giralda bell tower for panoramic views of the city. In the afternoon, wander through the Alcázar of Seville, a breathtaking royal palace with intricate Mudejar architecture and lush gardens. In the evening, immerse yourself in a passionate flamenco show, or enjoy tapas at one of the many traditional bars.

While in Seville, don't miss the opportunity to visit a traditional hammam for a relaxing bath and massage experience. Also, consider taking a cooking class to learn how to prepare authentic Andalusian dishes like gazpacho or paella. ♥



Must-See Landmark	Description	Ideal Time to Visit
Alcázar of Seville	Royal palace is known for its stunning Mudejar architecture, beautiful gardens, and historical significance.	Morning to avoid crowds and heat
Seville Cathedral and Giralda	A massive Gothic cathedral, housing the tomb of Christopher Columbus, with a stunning bell tower offering panoramic views.	Morning for the cathedral, afternoon for the Giralda for sunset views
Plaza de España	Grand plaza featuring intricate tile work, canals, and bridges, built for the 1929 Ibero-American Exposition.	Morning or late afternoon for cooler temperatures and beautiful light

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Collette's five destinations to inspire your next adventure

BY VANESSA WEHBE



Wondering where to travel next?

The world is brimming with beauty, culture, and unforgettable stories. And at Collette, our travel experts from around the world are always tuned into the most inspiring places to explore. Here are five international destinations that could spark your next adventure, and the expertly planned, expertly led tours that bring them to life.

Umbria, Italy

Close your eyes and imagine the vineyards, cypress trees, and quintessential rolling hills of Tuscany, minus the typical tourist crowds. You can find it all in Umbria, a region in central Italy known for producing some of the world's best wines, olive oils, and truffles. Spend some time wandering through the area's medieval hilltop towns and winding cobblestone streets and you'll see why travellers fall in love with this Italian destination.

Experience it on *Tuscan & Umbrian Countryside featuring Italy's Charming Hill Towns*.



Namibia

Nestled along the southwestern coast of Africa lies a landscape so surreal, it seems straight out of a dream. The Namib Desert, one of the oldest and driest on Earth, lures adventurous travellers with its otherworldly beauty and some of the highest sand dunes in the world. Its proximity to fascinating coastal cities like Swakopmund and the capital of Windhoek earns this off-the-beaten-path locale a place on travellers' bucket lists.

Experience it on *Namibia & South Africa: Epic Landscapes and Wildlife*.



New Zealand

New Zealand is a treasure trove of awe-inspiring scenery that feels plucked from a fantasy realm – and not just because of its film appearances. From bubbling geothermal wonders and glacier-carved fjords to lush forests and majestic peaks, nature puts on a dazzling show of untamed beauty across the islands. But its storybook scenery is only part of the picture. A deeply rooted Maori heritage, wine and food scene, and modern cities invite you deeper into the heart of this South Pacific gem.

Experience it on *Exploring New Zealand's Wonders featuring the North and South Islands*.

Crete, Greece

The largest of the Greek Islands, Crete has historically taken a back seat to glitzier neighbours like Mykonos and Santorini. But as overtourism continues to be an issue in the Mediterranean, more travellers are discovering the allure of Crete's pink sand beaches, ancient ruins, out-of-this-world seafood, and larger expanse of area to explore with fewer crowds.

Experience it on *Gems of Greece: Athens, Naxos and Crete*.



Argentina

Argentina invites you into its blend of rhythms, where tango spills onto the energetic streets of Buenos Aires, glaciers creak across the wilds of Patagonia, and the steady beat of rural living echoes through the countryside. Every region hums its own melody, offering travellers an enticing array of natural beauty, urban zest, and rich, multilayered heritage.

Experience it on *Essential South America featuring Chile, the Mendoza Wine Region and Buenos Aires*.



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Specsavers is an optometrist-owned and -led business that provides Canadians access to comprehensive eye exams from \$99 including OCT scan (typically an added cost at other optical providers). Specsavers offers a full range of eyewear and contact lenses, including two pairs of eyeglasses for \$149 (with single-vision lenses, a scratch-resistant coating, and UV protection). Designer frames, progressive lenses, and lens upgrades are available at additional cost.

CURAC/ARUCC's member associations' retirees receive a 60 per cent discount on lens upgrades with their ID and the CURAC/ARUCC membership code **202401**.

Area Specsaver locations:

- Cambridge Centre
- Conestoga Mall
- Fairview Park Mall
- Stone Road Mall



Calling all DIY Enthusiasts: 4RepairKW

Murray Zink, UWaterloo retiree and co-founder of 4RepairKW, provides this information on upcoming events:

This fall, monthly repair workshops take place on campus in E7-1401 from 5:30 p.m. to 7:30 p.m. on the following Wednesdays: October 29 and November 26. 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**.

The dates for repair workshops are posted on EventBrite and on the #4RepairKW page on Instagram. Watch the UWRA Monthly Bulletin for Winter Term dates.

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 until 5:30 p.m. for these DIY sessions. A separate Instagram #UWRepairHub includes photos 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.



With over 400 clinics, **HearingLife** and its Network Partners form the largest network of Hearing Healthcare providers in Canada.

Its association with CURAC makes you, your spouse/partner, children, and parents eligible to receive exclusive benefits, including an EXTRA 10 per cent off the final purchase price of hearing aids and custom noise protection.



Before you head to the airport, investigate travel insurance available from belairdirect, a trusted CURAC affinity partner.

Source: CURAC

share.google/ptXI3DnT0S1E2Pc8K

Passings

Monica Beal

Published in the Daily Bulletin, March 6, 2025

Department of Biology staff member Monica Beal passed away on February 24. Monica joined the University of Waterloo in November 2012 and worked in the Department of Biology until 2017, when she went on leave. She began as a purchasing assistant and then assumed the role of Administrative Assistant. Monica had a great sense of humour and an infectious laugh that made everyone smile. Monica was a great colleague and friend, and she will be missed. The department has made a donation in Beal's name to the Brain Tumour Foundation of Canada.



Siv Sivaloganathan

The original notice was published by the Faculty of Mathematics, March 7, 2025.

Sivabal Sivaloganathan, chair of Waterloo's Department of Applied Mathematics from 2016 to 2023, and professor of Applied Mathematics from 1990 to present, passed away on March 2, 2025, after a brief illness.

Siv was a visionary mathematician, a dedicated mentor, and a leading figure in the integration of mathematics and medicine. His groundbreaking contributions to continuum mechanics, biomechanics, and mathematical oncology have left an enduring impact on applied mathematics and the biomedical sciences. "As chair of the Department of Applied Mathematics, long-time co-director of the Fields Centre for Mathematical Medicine, a Faculty of Mathematics Senator from 2022 to present and through many other contributions, Siv Sivaloganathan shaped the Waterloo community in countless ways," says Mark Giesbrecht, Dean of Mathematics. "Beyond his professional achievements, Siv touched the lives of so many colleagues and students, many of whom considered him a dear friend."

Born in Sri Lanka, Siv spent his formative years in the UK before pursuing his passion for mathematics at Oxford University. After a postdoctoral research position at Oxford, he accepted a faculty role at the University of Alberta, then joined the University of Waterloo.

Despite the initial cultural shift, Siv embraced Canada as his new home. He met his wife in Toronto, and together raised four children who now thrive in the US and Canada.

Siv's research was deeply interdisciplinary, pioneering mathematical modeling of complex medical problems. His contributions to mathematical oncology were particularly influential, as he applied advanced computational and mathematical techniques to model cancer progression and treatment response. His work in biomechanics, including brain tissue modeling and hydrocephalus, provided new insights into cerebrospinal fluid dynamics and the mechanical properties of the brain, with critical implications for neurosurgery and medical imaging. His research also extended to high-intensity focused ultrasound (HIFU) as a cancer therapy, where his mathematical models played a pivotal role in refining treatment protocols.

Siv was a dedicated mentor and educator to numerous graduate students and postdoctoral researchers. Known for his patience, generosity, and ability to inspire curiosity, Siv had a rare gift for nurturing talent. Many of his students credit him for shaping their careers and instilling a rigorous yet creative approach to problem-solving.

"Siv was an exceptional mentor, collaborator, and friend. His dedication to excellence, his passion for discovery, and his kindness have left an indelible mark on all of his students and postdocs," says Mohammad Kohandel, one of his close collaborators in the Department of Applied Mathematics. "He touched the lives of many, sparking in us a drive to explore, innovate and excel. His ability to seamlessly blend rigorous mathematics with real-world applications has set a standard that will continue to inspire future generations of researchers."

Siv also played a pivotal role in advancing mathematical medicine through his leadership at the Fields Institute for Research in Mathematical Sciences, where he co-founded the Fields Centre for Mathematical Medicine and served as its long-time co-director. Under his guidance, the centre became a hub for interdisciplinary collaboration, bringing together mathematicians, clinicians, and biomedical scientists to address pressing medical challenges.

He was a driving force behind several workshops and conferences on mathematical medicine, fostering collaborations that extended far beyond Canada. Siv was designated a University Research Chair 2011-2018, was named a Fellow of the Society for Mathematical Biology in 2022 and won the CAIMS-Fields Industrial Mathematics Prize in 2023.

Siv was always a great champion of student and community life in the Faculty of Mathematics. For example, he was a great supporter of the Women in Mathematics (WiM) committee and their flagship Directed Reading Program, for which he was an advisory committee member and a proposal reviewer. “The WiM committee is deeply appreciative of Siv’s contributions in advancing equity, diversity and inclusion,” says Yu-Ru Liu, the current director. Siv’s contributions as a member of the Math Faculty’s leadership team were also highly appreciated, as well as his contributions to the University as a Senator from 2022 until present.

Siv Sivaloganathan’s legacy will live on through the many lives he touched and the groundbreaking work he advanced. “Siv was a shining star in the Math Faculty, always cheerful and optimistic,” says Alfred Menezes, a longtime colleague and friend. “He was a dear friend to many of us, as well as a mentor, teacher and research collaborator. He will be deeply missed.”



Ian McGee

The original notice was published in the Daily Bulletin, March 12, 2025.

Dr. Ian James McGee, a professor emeritus of Applied Mathematics at the University of Waterloo, died on February 20, 2025. He was 87.

McGee was born in Toronto, one of four siblings. A “renegade” as

a child, he frequently got in trouble in elementary school. McGee’s attitude towards school changed thanks to his sixth grade math teacher, who introduced him to logic puzzles and ignited his lifelong love of math and science. With the mentorship of other teachers, he began to thrive at school, ultimately graduating as high school valedictorian.

McGee earned his Bachelor of Applied Science, Engineering Physics from the University of Toronto in 1960, then earning his Master’s of Science at the University of Waterloo in 1961. A PhD in Theoretical Physics at Yale University followed in 1965, then post-doctoral studies at the University of Wisconsin from 1966 to 1967.

In 1967, McGee was hired by the University of Waterloo as an associate professor in Applied Mathematics. He remained with the Applied Mathematics department throughout the rest of his career, save for an eighteen-month term as a visiting professor at the University of Newcastle and Australia University from 1974 to 1975.

McGee served as associate dean of the Faculty of Mathematics from 1976 to 1980. Reflecting the pivotal role his own teachers played in his life, he was passionate about education. In 1991, he received the Centre for Teaching Excellence’s Distinguished Teacher Award. As one of his students noted in the citation, “Not only has he been able to teach the subject matter itself in a useful and interesting manner, but his attitude towards mathematics and his enjoyment of its applicability has nurtured and strengthened a similar attitude in me. This attitude and his skill in presenting a subject clearly and truly without a dull moment have convinced me that mathematics is indeed a wonderful science.”

While McGee was never officially part of the Centre for Education in Mathematics and Computing (CEMC), he was a longstanding “friend” of the Centre, participating regularly in math contest creation and marking. As retired CEMC member Ed Anderson recalls, “Any activity that involved engaging with young people was not something that Ian ever considered as work.”

McGee and his wife Dawna had three daughters and six grandchildren. An avid amateur athlete, he won many awards as an A-level squash player at Northfield Racquet Club, and enjoyed watching sports live and on TV throughout his life. He also loved to travel, visiting every continent including Antarctica. After retirement, McGee stayed active, enjoying puzzles and games, numerous crafts, and outdoor activities. He spent time volunteering in hospice care, clowning with his sister Janet, and serving as an elder at St. Andrews Presbyterian Church. In 2008, in recognition of his work in hospice care, he received the Ontario Medal for Good Citizenship.



Darrol Bryant

The original notice appeared in the Daily Bulletin, March 17, 2025.

Long-time Renison professor Dr. Darrol Bryant passed away on March 1, 2025.

Darrol was a professor at Renison University College from 1973 until 2005, serving as Acting Principal in 1997. After retiring, Darrol received the honour of Distinguished Professor Emeritus, and in 2010 he became a Renison Senior Fellow.

While having authored or edited over 25 books and organized dozens of international conferences, his abiding

legacy will be among students and fellow trail blazers committed to interfaith dialogue. He was a gifted academic, yet he repeatedly emphasized that dialogue is more than the exchange of ideas. It also involves the experience of engaging one another, of participating in one another's religious life, practice and rituals.

Darrol travelled to India many times, forming fast friendships with scholars and practitioners in these communities. His great delight was guiding groups of students for a semester of study in India where he introduced them to life and people in Hindu ashrams, Sikh gurdwaras, Buddhist monasteries, and Islamic and Christian communities. He was always warmly received.

Darrol was an active part of the Renison community, both during and after his time in the classroom. He was a frequent attendee of Renison events, often alongside his wife Susan Hodges Bryant.

In 2022 Darrol and Susan helped establish a new garden space, the Bryant Stone Garden, on the Renison grounds. It serves as a community space and the site of the Renison Stone Garden Ceremony. A few times each year, students and other community members are invited to place a stone into the garden to demonstrate the impact each has on the life and story of Renison. This serene new garden is part of the Bryants' legacy of care for Renison.



Timothy Topper

*Published in the Daily Bulletin,
April 4, 2025.*

Waterloo Engineering and
the Department of Civil and
Environmental Engineering are

mourning the loss of Professor Emeritus Timothy Topper, an influential researcher in fatigue and fracture mechanics and a beloved mentor to generations of students and colleagues. Dr. Topper passed away on February 28, 2025.

Born in Kleinburg, Ontario, Topper earned his Bachelor of Applied Science in Civil Engineering from the University of Toronto in 1959 and completed his PhD in Engineering from the University of Cambridge in 1962. Topper joined the University of Waterloo shortly afterwards, beginning an esteemed career that spanned more than five decades.

Topper became globally recognized for his work in materials engineering, including his contribution to the development of the well-known El Haddad-Topper model, which is used to predict how materials break down under cyclic (fatigue) loading. He published over 250 peer-reviewed papers and gave more than 40 keynote addresses at major international conferences.

"Tim was an extraordinary mentor and a fixture on campus well into his retirement," says Dr. Scott Walbridge, current chair of the Department of Civil and Environmental Engineering. "He had several lifelong friends who were former graduate students of his, which speaks volumes about the impact he had. He was always generous with his time and knowledge, and his passion for research never waned."

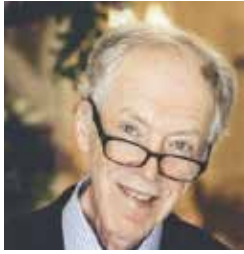
Topper served as Waterloo's Chair of Civil Engineering from 1972 to 1978 and later became the director of the Waterloo-Brazil CIDA program, building lasting collaborations with international institutions and contributing to research efforts at PUC-Rio and the University of Brasília (UnB). He supervised more than 100 graduate students, many of whom would go on to shape the field of civil and materials engineering globally.

Among them was Professor Antonio Miranda of the University of Brasília. "Tim became a reference not only as a scholar but also as a friend," Miranda recalls. "His support of Brazilian students and researchers was invaluable; his influence will be felt for generations."

Professor Rakesh Ranjan, now at IIT Roorkee, remembers him as "a mentor whose wisdom, kindness, and unwavering support were invaluable." Topper's mentorship extended far beyond technical guidance. "He genuinely cared about my growth," says former PhD student Carol Liang. "He shaped me into a more compassionate and resilient individual. Tim's lasting influence will always inspire me."

In addition to his academic and professional achievements, Professor Topper was known for his warmth, humility, and deep curiosity. He enjoyed sharing stories, spending time outdoors at his cottage, and staying connected with his many friends and colleagues. His love of language led him to learn Portuguese, which he used to communicate with Brazilian collaborators and friends.

For Dr. Eduardo Martins Fontes do Rego, a Brazilian postdoc who worked closely with Topper in recent years, it was the personal connection that left the deepest impression. "He greeted me each morning with 'Buenos días,' eager to share stories, research, and life lessons," says Rego. "His final words to me were, 'Continue aprendendo' – keep learning."



Art Green

*Published in the Daily Bulletin,
May 6, 2025.*

Art Green, Professor Emeritus and former chair in the Department of Fine Arts, passed away on April 14, 2025.

Born in 1941 in Frankfort, Indiana to a civil engineer father and a mother who combined colours and textures in patchwork quilt and flower gardens, Arthur Green would later credit their combined influence for the visual language of his paintings.

He entered the School of the Art Institute of Chicago to study industrial design, but by the second semester chose to pursue a major in painting and drawing. Chicago itself had a huge influence on young Art, and he absorbed the city's architecture, museums, galleries, music, and culture. In 1966, while pursuing his Master of Fine Arts, he was invited to join an exhibition with five other young artists - James Falconer, Gladys Nilsson, Jim Nutt, Suellen Rocca, and Karl Wirsum. They dubbed themselves the **Hairy Who** and the group would become iconic in the Chicago art scene.

The next few years involved teaching (first grade 7 art and then at colleges in Chicago and Evanston) while the reputation of the Hairy Who, and their place among the Chicago Imagists continued to grow. In 1969, Art married Natalie Novotny and headed to Canada to take a teaching position at the Nova Scotia College of Art and Design. Several years in Halifax were followed by time in Vancouver and Toronto until a one-year sabbatical replacement contract brought him to the University of Waterloo in 1977, followed by an offer of a three-year contract, which he accepted.

Art remained at Waterloo until his retirement in 2006. He was a fundamental player in the creation of the MFA program, served twice as department chair, received a distinguished Teacher Award in 1990, and was given Faculty emeritus status in 2006. In 2016, he received an honorary doctorate of Fine Arts from The Art Institute of Chicago. Even more significant than any of those honours was the influence his teaching, encouragement, and kindness had on three decades of students in the Fine Arts Department.

After retirement, Art continued his painting career and benefitted from a renewed interest in the Chicago art scene. Over the years his work has been the subject of over 26 solo exhibitions, featured in more than 120 group exhibitions, and in 2005, the Kitchener-Waterloo Art Gallery, mounted *Heavy Weather*, the artist's first career retrospective. His paintings can be found in the collections of major museums

around the world, including the Art Institute of Chicago, National Gallery of Art (Washington, D.C.), Smithsonian American Art Museum (Washington, D.C.), and Museum Moderner Kunst (Vienna, Austria).



Bob Truman

*Published in the Daily Bulletin,
May 15, 2025.*

Retired Director of Institutional Analysis and Planning (IAP) Bob Truman

passed away on May 7, 2025. Over a nearly 40-year career at Waterloo, Bob left an indelible mark on the University's first six decades.

Before enrolling as a mathematics undergraduate at the University, Bob Truman spent the summer of 1967 working for Waterloo computing pioneers Wes Graham and Don Cowan on campus. As a co-op student, he joined the newly created Operations Analysis unit, the brainchild of J. Sayer Minas, a professor of philosophy whose background was in operations research.

As a student in the 1960s Bob played saxophone in the UW dance band, which was booked to play high-school and university graduation proms around the province and once at a band competition at Ryerson (now Toronto Metropolitan University). "The competition was being televised and the TV crew refused to broadcast bands that were not part of the musician's union," Truman recalled. "So, all of us joined the union that day—my only union membership!"

Bob graduated from Waterloo with a Bachelor of Mathematics and in 1973, joined the University as a full-time staff member in the Operations Analysis unit. In 1979, he became Assistant Director of Operations Analysis, becoming Director in 1984, which was renamed Institutional Analysis and Planning in 1994. Bob served in this role until his retirement in 2010.

Bob was noted for his phenomenal capacity for dealing with numbers, which proved a useful skill at a growing university hungry for data to inform its strategic planning and decision-making. He was often the "go-to" for statistical and financial insight at University senate and board meetings, delivering updates on financial matters and answering questions from the floor on behalf of the provost in an easygoing style that belied his command of the figures.

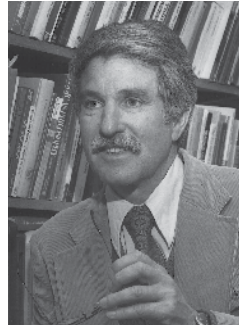
“There are two kinds of numbers,” Truman was fond of saying, ‘the kind you look up, and the kind you make up.’” An advocate for transparency and open access when it came to key performance indicators and other important data, Bob would encourage his colleagues at Senate and Board to “fill your boots” with information. He was a key source of institutional memory for senior leaders looking for background and context on University operations.

Truman served on task forces and committees for a variety of organizations including the Ministry of Training, Colleges, and Universities (MTCU), the Council of Ontario Universities (COU), the Council on University Planning and Analysis (CUPA), the Ontario Universities Application Centre (OUAC), and the Group of 13 Data Exchange. He chaired and led several initiatives that informed governments at all levels on tuition and fees, financial aid, grant funding, accountability, performance indicators, and beyond.

He and his team developed database systems, new methodologies and models, enrolment forecasting systems, survey mechanisms, and fee protocols for the University. In the early '90s, he worked with Maclean's on their annual survey of Canadian universities. He played a key role in advising University leaders on the business plan for the Stratford satellite campus proposal in 2006.

“I joined IAP in 2005, so I worked with Bob for five years before his retirement,” writes Jennifer Kieffer, Associate Provost, Integrated Planning and Budgeting. “Bob was initially a bit overwhelming with his vast knowledge of the complex workings of all aspect of University operations, from government funding and policy to university rankings, student surveys, the University budget, government reporting, and enrolment forecasting, but I quickly learned that Bob was an excellent mentor. He loved nothing more than when someone came to his office with a question about something seemingly simple, which expanded to a conversation that moved from one topic to another, to yet another, that linked together university history, government policy and direction, the broader postsecondary sector, personal anecdotes about life, and so much more.”

An honorary senior fellow at Renison University College and United College (formerly St. Paul's), Bob was named Honorary Member of the University in recognition of his pervasive influence and contributions to the University's senior management and his notable activities at the provincial and national levels.



Rolf George

*Published in the Daily Bulletin,
May 20, 2025.*

Distinguished Professor Emeritus Rolf George, joined the brand-new Department of Philosophy at the University of Waterloo in 1966.

Born in Germany in 1930, Dr. George studied German Literature and History at the University of Munster before going to the U.S. on a Fullbright Fellowship in 1953. He earned his PhD at Michigan State University in 1963, where he completed a dissertation on *Infinity and Continuity in 18th Century Philosophy*. He held positions at the Michigan State and at California State University at San Fernando before arriving at Waterloo.

He served as Chair of Philosophy from 1980 to 1985, and then as Associate Dean of Arts, Graduate Studies from 1986 to 1990. He also served on the University Senate and the Board of Governors. George held Visting Professorships at Gottingen, Hamburg, and at Pittsburgh's Centre for Philosophy of Science.

An internationally respected scholar with a broad range of expertise, he published extensively on historical figures from the 18th to the 20th century, with particular attention to Kant, Bolzano, Brentano, and Carnap. He was a skilled translator of philosophical works from German to English, starting with Carnap's *The Logical Structure of the World* (1967), and ending with Bolzano's four-volume *Theory of Science* (2013, with Paul Rusnock). He also worked in formal logic and the philosophy of science, among other topics.

Former students and colleagues recall, above all, that George approached discussions about philosophy with a keen and generous sense of humour. He retired in 1996 but remained a major presence in the department in retirement, publishing research, taking part in reading groups, attending talks, and visiting the lunchroom to chat with friends, students, and colleagues about philosophy.

Donations in memory of Rolf George can be made to the Philosophy Graduate Scholarships at the University of Waterloo through **Support Waterloo** or via cheque payable to the University of Waterloo. Please indicate in the open field online or on the cheque memo that your gift is in memory of Rolf George.



Raymond Laflamme

By Kayleigh Platz, published in the Daily Bulletin, June 23, 2025.

Dr. Raymond Laflamme, a trailblazer in quantum information processing and pioneer of the Institute for

Quantum Computing (IQC) at the University of Waterloo, died on June 19 after a lengthy battle with cancer.

Originally from Québec City, Canada, where he studied Physics as an undergraduate at the Université Laval, his curious mind led him to England. At Cambridge University, Laflamme earned his PhD under the supervision of Stephen Hawking and then moved to the Los Alamos National Laboratory, where his interests shifted from cosmology to quantum computing.

In 2001, he was attracted back to Canada where he joined the Department of Physics and Astronomy at the University of Waterloo, and the Perimeter Institute for Theoretical Physics. He served as the founding executive director of IQC from 2002 to 2017. Through his leadership, IQC became a world-class research hub, positioning Canada at the forefront of the quantum revolution.

In his scientific research, Laflamme pioneered theoretical and experimental approaches to quantum information processing and quantum error correction. Laflamme and colleagues developed an innovative approach to quantum information processing using linear optics, the results of which became one of the most referenced works in quantum computing. He devised and implemented new methods to make quantum information robust against corruption in both cryptographic and computational settings. Laflamme coauthored two textbooks on quantum computing: *Building Quantum Computers: A Practical Introduction* and *An Introduction to Quantum Computing*.

Laflamme received many national and international awards in recognition of his remarkable scientific accomplishments and leadership. He was named an Officer of the Order of Canada and was awarded the Canadian Association of Physicists CAP-CRM Prize in Theoretical and Mathematical Physics. He received a Queen Elizabeth II Diamond Jubilee Medal, was recognized in the Natural Sciences and Engineering Research Council of Canada's inaugural Top 50 Discoveries list for 2006, received a Premier Research Award from the Government of Ontario, and held a Canada Research Chair from 2002 to 2023. Laflamme was a Fellow of the Royal Society of Canada, a Fellow of the American Physical Society, and a Fellow of the

American Association for the Advancement of Science (AAAS). He held the inaugural Mike and Ophelia Lazaridis "John von Neumann" Chair in Quantum Information.

Laflamme played a pivotal role in building Canada's global reputation in quantum information science and technology. In his 15 years as executive director, IQC grew from an idea to a world-leading centre for multidisciplinary research and attracted \$530 million in funding to realize this vision, including generous donations from Mike and Ophelia Lazaridis. Today, IQC has 30 faculty members, and a community of over 300 researchers, making IQC and the University of Waterloo one of the largest centres for quantum research in the world.

Laflamme's impact in quantum technology extended beyond the University of Waterloo. Laflamme was named co-lead of the National Quantum Strategy Advisory Council, was the scientific director of QuantumWorks, led the Quantum Information Processing program at the Canadian Institute for Advanced Research and the NSERC-funded QuantumWorks.

In 2020, Laflamme and his wife established the Raymond Laflamme and Janice Gregson Graduate Scholarship for Women in Quantum Information Science, awarded annually to recognize top women entering Waterloo's quantum graduate programs.

Throughout his career, he found ways to bring people together. On an international scale this meant leading networks and organizing conferences, and within the local community through pick-up hockey games and sharing his insights generously with students and colleagues. In 2023, his former students and postdoctoral fellows held a conference in his honour.

Laflamme had an adventurous spirit and a sense of humour. His curiosity about the world never dimmed. When he was diagnosed with lung cancer, he turned something tragic into a new research avenue, beginning a project with researchers at Grand River Hospital in Kitchener to investigate quantum technologies for cancer research and treatment.

The IQC, Science and Waterloo community has lost a leader, teacher, mentor, and friend. 🍷

Remembering those we've lost

**JEANNINE JETTE**

Hired November 10, 1983
Passed away November 7, 2024

WALTER KLAASSEN

Hired March 1, 1971
Passed away November 11, 2024

GORDON V. AMBROSE

Hired November 21, 1966
Passed away November 18, 2024

BRENDA REDDON

Hired August 29, 1983
Passed away December 21, 2024

DIANA I. SWART

Hired March 24, 1980
Passed away December 11, 2024

GEOFFREY DOWNIE

Hired January 1, 1966
Passed away December 15, 2024

PATRICIA HITCHENS

Hired October 31, 1994
Passed away December 24, 2024

NORMA CHIPPIER

Hired September 1, 1965
Passed away December 25, 2024

WILLIAM AUCOIN

Hired November 8, 1999
Passed away December 26, 2024

JEFFREY D. WELLER

Hired October 25, 1965
Passed away December 29, 2024

MARGARET LUDWIG

Hired November 26, 1974
Passed away January 7, 2025

BEVERLY RADKE

Hired September 5, 1967
Passed away January 24, 2025

JACQUELINE MAYNES

Hired October 4, 1976
Passed away February 4, 2025

IONEL BURCA

Hired May 23, 1989
Passed away February 6, 2025

GEORGE FRANCIS

Hired July 1, 1970
Passed away February 17, 2025

IAN MCGEE

Hired September 1, 1967
Passed away February 20, 2025

TIMOTHY TOPPER

Hired September 1, 2017
Passed away February 28, 2025

MAUREEN KAMA

Hired September 2, 1975
Passed away March 9, 2025

ROBERT SNELL

Hired July 7, 1969
Passed away March 10, 2025

RAYMOND S. RAMSHAW

Hired April 1, 1967
Passed away March 18, 2025

JANE JOHNSON

Hired July 3, 2007
Passed away April 1, 2025

SIGFRID HOEFERT

Hired September 1, 1961
Passed away April 6, 2025

HANS KNEPPER

Hired November 28, 1982
Passed away April 12, 2025

ELIZABETH VARRIANO

Hired September 5, 1995
Passed away April 20, 2025

FADLE M. NAQIB

Hired July 1, 1980
Passed away April 26, 2025

ROLF GEORGE

Hired September 1, 1966
Passed away April 28, 2025

HEATHER HUTCHIN

Hired February 19, 1968
Passed away May 6, 2025

ROBERT TRUMAN

Hired July 1, 1973
Passed away May 7, 2025

UPPALURI MURTY

Hired July 1, 2017
Passed away May 13, 2025

MARIA S. MEDEIROS

Hired September 22, 1969
Passed away June 6, 2025

MICHAEL W. HOLMES

Hired January 11, 1982
Passed away June 9, 2025

RAYMOND LAFLAMME

Hired Sept. 1, 2001
Passed away June 19, 2025

New retirees

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

NAME	POSITION	DEPARTMENT	HIRE	RETIRE
Karen Macedo	Contract Support Coordinator	Plant Operations	06-Jul-89	01-Feb-25
Janice Cooke	Senior Manager, Student Services	Centre for Extended Learning (CEL)	01-May-07	01-Feb-25
Ron Lopers	Electrician	Plant Operations	14-Feb-11	01-Feb-25
Kimberley Gingerich	Executive Officer, Academic	Office of the Vice-President, Academic and Provost	01-Jul-83	01-Feb-25
Nancy Mattes	Associate Director, Advancement, Faculty of Arts	Arts Advancement Office	01-Dec-06	01-Mar-25
Jean Zadilsky	Intellectual Property Administrator	Waterloo Commercialization Office (WatCo)	29-Sep-80	01-Mar-25
Ali Elkamel	Regular Faculty	Chemical Engineering	01-Feb-03	01-Mar-25
Shane May	Custodian I	Plant Operations	14-May-18	01-Mar-25
Glenn Muill	Cook	Food Services	26-Aug-12	01-Mar-25
Simon Courtenay	Regular Faculty	Biology/School of Environment, Resources and Sustainability (SERS)	01-Nov-13	01-Apr-25
Jane Johnson	Research Assistant	School of Optometry and Vision Science (SOVS)	03-Jul-07	01-Apr-25
Juan Ulloa	Lab Assistant/Custodian	Mechanical and Mechatronics Engineering	31-Oct-05	01-May-25
Kimberly Dunne	Grad Recruit & MSci Online Administrator	Management Science and Engineering	18-Jan-99	01-May-25
Valerie Wilson	Co-op Advisor	Co-operative and Experiential Education (CEE)	31-Mar-03	01-May-25
Sheila Goodwin	Coordinator, External Services	Campus Housing	03-Nov-03	01-May-25
Brian Forrest	Regular Faculty	Puer Mathematics	01-Sep-89	01-Jun-25
Stephen Markan	Senior Computing Consultant	Information Systems & Technology (IST)	05-Sep-86	01-Jun-25
Loretta Brown	Research Financial Analyst	Office of Research	01-Dec-07	01-Jun-25
Carlos Radic	Senior Mechanical Technician/Lead Designer	Plant Operations	01-Feb-12	01-Jun-25
Kerry Brown	IST Specialist	Information Systems & Technology (IST)	03-Aug-82	01-Jun-25
Donald Johns	Building Serviceperson I - Locksmith	Plant Operations	20-Apr-92	01-Jun-25
Robert Wagner	RoboHub CNC Laboratory Technician	Engineering Infrastructure and Safety	19-May-97	01-Jun-25
Slavko Roman	Residence Attendant	Housing and Residences	01-Dec-12	01-Jun-25
D'Arcy Delamere	Regular Faculty	School of Accounting and Finance	01-Jun-23	01-Jun-25
William Mark	Senior EA-IRMS Isotope Technician	Earth and Environmental Sciences - Environmental Isotope Lab	10-Sep-84	01-Jul-25
Aida Martinez Casillas	Research Appointment Coordinator	Electrical and Computer Engineering - Leadership Support	02-Sep-08	01-Jul-25
Dolores Pereira	Custodian	Plant Operations	09-Apr-01	01-Jul-25
Mark Knight	Regular Faculty	Civil and Environmental Engineering	01-Aug-97	01-Jul-25
Andrew Ecclestone	Regular Faculty	School of Accounting and Finance	01-Jul-18	01-Jul-25
Susannah King	Administrative Manager	Department of History	15-Nov-10	01-Jul-25
Nancy Sej	Research Project Accountant	Office of Research	12-Sep-17	01-Aug-25
Leslie Smith	Global Learning Coordinator	Student Success Office (SSO)	31-May-05	01-Aug-25
Robyn Landers	Information Technology Specialist	Dean of Mathematics Office	10-Apr-89	01-Aug-25
Caroline Brookes	Executive Assistant to the Dean	Dean of Arts Office	08-Aug-00	01-Aug-25
Susan Arruda	Manager, Circulation Services	Library	15-Feb-82	01-Aug-25
Liz Wehner	Library Associate - Cataloguing and Metadata	Library	01-Sep-06	01-Aug-25
Linda Bream	Psychologist	Centre for Mental Health Research and Treatment (CMHRT)	08-Sep-20	01-Aug-25
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

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2025-2026

Email: uwra@uwaterloo.ca
uwaterloo.ca/retirees-association
519-888-4567 ext. 32015

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*with us in spirit

(Years of service on Board)

Want to stay in touch?

SEND A SHORT MESSAGE TO
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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 _____

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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 **Jim Frank**, UWRA Membership Co-ordinator. Email any change of address or name to **frank@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 Jim Frank,

frank@uwaterloo.ca

take note!

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. Future editions of WATtimes will be delivered by email. Please sign up to ensure you continue to receive our publication.** 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 Jim Frank at **frank@uwaterloo.ca**.

RETURN UNDELIVERABLE CANADIAN ADDRESSES TO
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200 University Avenue West
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