

WATtimes

FALL/WINTER 2022

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PUBLISHED BY THE RETIREES ASSOCIATION AND THE UNIVERSITY OF WATERLOO

Commitment Ceremony signals



new beginning

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Where Are They Now?



UNIVERSITY OF
WATERLOO

WATtimes

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ISSUE EDITORS:

Ron Champion and Bob Hicks

LAYOUT AND PRODUCTION:

University Relations



UPCOMING EVENTS!

Holiday Reception

WITH UW PRESIDENT AND VICE-CHANCELLOR DR. VIVEK GOEL

WEDNESDAY, DECEMBER 7 | 3-5 P.M. WATERLOO CAMPUS

VISIT THE UWRA WEBSITE FOR MORE DETAILS AND TO REGISTER:

uwaterloo.ca/retirees-association/events

Upcoming UWRA Events

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

uwaterloo.ca/retirees-association/events

FROM THE CO-EDITORS

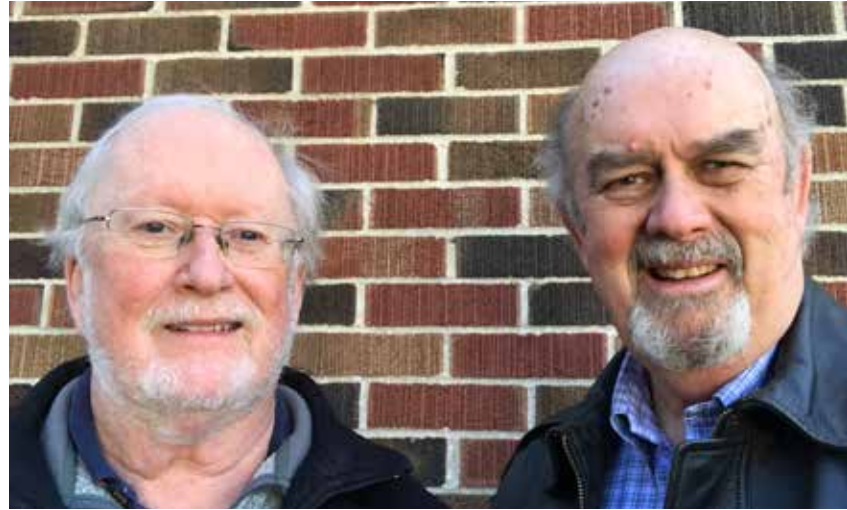
Thoughts From the Co-editors

**This issue of WATtimes
includes articles on
two topics familiar
to most retirees –
volunteering and travel.**

YOU CAN EMAIL RON OR BOB DIRECTLY.

ron.champion@uwaterloo.ca

bob.hicks@uwaterloo.ca



We'd love to hear about your volunteering passion – whatever it is, wherever it is, and whether you want to give us a paragraph or a full story. We'll compile responses in a future issue of WATtimes.

We hope that the travel article in this issue ignites fond memories of one or more of your favourite trips. We're all armchair travellers, so share a travel experience with your fellow retirees – a weekend getaway, your favourite small-town destination, a trip of a lifetime, nearby or on the other side of the planet. Drop a note to uwra@uwaterloo.ca and we'll contact you to fill in the details.

Thank you to everyone who contributed to this issue of WATtimes, including Brandon Sweet and Megan McGarry of University Communications for their editorial and production assistance. Human Resources provides the retirement and We Remember listings for each issue. We're also grateful to the graphic designers in Creative Services who turn our rough stuff into the polished publication in your hands.

As the fall term ends, a new year approaches. All of us at the UWRA and WATtimes wish you and your loved ones health and happiness in 2023. ♥

President's Message

BY VIVEK GOEL



Dear Retirees,

It has been just over a year since I assumed the role of president and vice-chancellor at the University of Waterloo, and in that time I have been inspired by the community's warmth. Our campuses exude that attribute, and it is something that should make us all very proud. The warmth and welcoming nature of our campuses have a positive cascading effect on what transpires in our lecture halls and labs. While Waterloo was established to address the big challenges facing our world, it was founded in collaboration with our community.

Today, I am so proud of the efforts of our campus community in giving back to the greater community through volunteerism. Whether students, alumni, faculty, staff, or retirees, our Warrior family lives up to its obligation to foster a strong sense of community.

To see the black and gold in our community is something our neighbours are accustomed to witnessing. They see dedicated individuals giving their time and expertise to contribute to the greater good. It was on display recently at the United Way of Waterloo Region Communities' March of 1,000 Umbrellas where our students, faculty, and staff marched down King Street in support of the critical work being done in Waterloo Region.

Recently, we launched the Waterloo at 100 visioning exercises. This initiative seeks to establish a vision that extends beyond five- to ten-year planning cycles, enabling the institution to recalibrate how we can continue to uncover solutions to the global challenges of the future. As we imagine Waterloo by its 100th anniversary, we are building on our successes and innovations over our first 65 years which are the result of the contributions that faculty and staff such as yourselves made through your careers. Consultations are on-going across our campuses and the broader community. Please visit the Waterloo at 100 web page (uwaterloo.ca/president/waterloo-100) to learn more and contribute your ideas.

Waterloo at 100 Has Five Key Themes:

- › SOCIETAL FUTURES
- › SUSTAINABLE FUTURES
- › HEALTH FUTURES
- › ECONOMIC FUTURES
- › TECHNOLOGICAL FUTURES

The themes can be considered individually and together and are helping us establish a vision that will carry the institution to its 100th anniversary and beyond. It will serve as a guide to affirm and reaffirm what we do and who we are.

Societal Futures seeks to have the University learn from and contribute to human and social development in our region where community, family, and personal relations are transforming rapidly. Part of addressing that Future is to continue giving back. Whether an alumni or retiree, once one is connected to the University of Waterloo, they have forged an indelible connection that lasts a lifetime. That connection etches out a desire to give back and work towards making their communities and the world a better place for all.

I encourage you to review the feature article on volunteering to discover ways that you can contribute to the community if you aren't already.

I look forward to connecting with you on campus or in the community. ♥

Warm regards,



VIVEK GOEL, President and Vice-Chancellor

A Message From the UWRA President



BY LYNN JUDGE

Greetings to all retirees! And special congratulations to new retirees who retired earlier this year.

Joining the University of Waterloo Retirees Association (UWRA) provides many benefits, including:

- › *email updates from the UWRA President and the UWRA Board on UWaterloo notices and events of interest to retirees*
- › *email notices of UWRA-sponsored social and recreational events*
- › *a way to keep in touch with the university and with former colleagues*
- › *opportunities to make new friends and acquaintances*
- › *a voice in ongoing discussions about pension and health benefits through our seat on the University Pensions and Benefits Committee and the opportunity to make your views known through our representative*
- › *a voice on the Honorary Members of the University Committee to solicit nominations and make recommendations to the UWaterloo Senate*
- › *information about the UWaterloo Faculty, Staff and Retirees Giving program and about retiree-funded UWRA bursaries and scholarships*
- › *WATtimes, the official newsletter for UWaterloo retirees*
- › *a variety of social activities throughout the year, such as a fall reception and spring and fall luncheons that include talks by individuals who always inform and entertain*
- › *a discounted rate for coach tours, including visits to wineries, theatres, museums, boat trips, tours of historical interest, and many others*

Our event programming for the fall included a banquet on October 12 with guest speaker David Connolly from Drayton Entertainment. David provided information on upcoming performances and other endeavours, including the Drayton Entertainment Youth Academy.

Also presented to retirees was a seminar entitled “Nine Struggles Executors Face” on November 9 at the Erb & Good Family Funeral Home in Waterloo. Many thanks to Sue Fraser of the UWRA and Cam Hahn, Erb & Good, for arranging this event.

We are especially excited to host a Holiday Reception on Wednesday, December 7 with University president and vice-chancellor Dr. Vivek Goel attending. The reception will be held on the Waterloo campus from 3:00 p.m. to 5:00 p.m. and all retirees are invited. Please visit the UWRA Events page at uwaterloo.ca/retirees-association/events for more details and to register.

We have enhanced the UWRA website to include a section called “Preparing for Retirement: Things You Should Know as a New Retiree.” The UWRA website also includes event updates, a list of your Board of Directors with contact information, past issues of WATimes, and more.

The UWRA joined the College and University Retiree Associations of Canada (CURAC) earlier this year. More information about CURAC, including its mandate and a list of benefits, is available at curac.ca.

The UWRA Board meets monthly. I would like to thank all Board members for their great work and commitment to the Association.

On behalf of the UWRA, I welcome new Board members Joe Allen (Executive Secretary), Christine Wagner (Membership Coordinator), and Trevor Grove (Member at Large).

Many thanks to Brandon Sweet, University Communications for his monthly updates to the UWRA Board on Waterloo news, including events, appointments, policy changes, and stories from faculty, staff, and the community. Check out the Daily Bulletin for daily updates.

I would like to recognize the outstanding work of Ron Champion and Bob Hicks, co-editors for this edition of WATimes.

Thanks and enjoy the season! ♥

LYNN JUDGE, President
University of Waterloo Retirees Association

A Lifetime UWRA Membership is Only \$130!

A yearly membership is \$15. Apply today.



A Note to Retirees:

SEND US YOUR EMAIL ADDRESS! IF WE DON'T HAVE YOUR EMAIL ADDRESS, WE CAN'T TELL YOU ABOUT UPCOMING EVENTS FOR RETIREES

uwra@uwaterloo.ca



VOLUNTEERING:

Your Path to Supporting Community

BY VOLUNTEER WATERLOO REGION



It can be difficult identifying how to best contribute to your community. Some offer donations, others vote, others “network for good,” and others volunteer. The impact of your contributions of time, money, and experience in shaping your community cannot be overstated. **Volunteer Waterloo Region** values any and all contributions to making communities the best they can be but, as you can tell by our name, volunteerism is our focus.

Volunteer Waterloo Region – The hub for volunteering in Waterloo Region

The number of volunteer roles is growing daily, so how do you find your perfect opportunity? A great place to start is at volunteerwr.ca, where you can explore volunteering in Waterloo Region.

Volunteer Waterloo Region connects volunteers with over 150 organizations in the cities and townships of Waterloo Region. We want to see them thrive and we want volunteers to engage with organizations and missions they care about. In this way, we are the hub for formal volunteering in the region.

Go to the VOLUNTEER page to start. From there you can search available positions. Filling in key information on the left-hand side of the page will help you narrow your search based on your interests and availability. Including your postal code will help us to better understand community needs and interests. If you have a specific organization or cause that you want to volunteer for, you can search by organization.





Consider how you might like to get involved. Find an activity or skill that you enjoy. Look for an issue or organization that you really value. Know how much time you want, or are able, to give. Our community organizations benefit most from long-term volunteers, and communities are at their best when their volunteers enjoy what they are doing and can become ambassadors for community engagement because of their experiences.

If you don't find what you are looking for in the volunteer opportunities, you can create a profile with your criteria and the system will inform you when new positions are posted that meet your interests and availability. You can also call the centre at 519-742-8610 and ask for a virtual or in-person meeting with a team member who will work with you to find a position.

Volunteer Waterloo Region provides leadership and expertise to the organizations it serves, and to those who volunteer or those who want to volunteer in our community. Since 1984, we have striven to create a community that values and engages volunteers. ♥

FOR MORE INFORMATION,
PLEASE CONTACT US.

volunteerwr.ca

INFO@VOLUNTEERWR.CA
519-742-8610



**Share your volunteer passion
with other Waterloo retirees**

Email uwra@uwaterloo.ca to introduce yourself and your volunteering activity. Someone from WATtimes will then contact you to fill in the details for a future issue of the newsletter.

Explore Volunteer Opportunities Beyond Waterloo Region

- › Volunteer Centre of Guelph-Wellington
volunteerguelphwellington.on.ca
- › Volunteer London
volunteerlondon.ca
- › Volunteer Ottawa
volunteerottawa.ca
- › Volunteer Perth-Huron
ivolunteerperthhuron.ca
- › Volunteer Toronto
volunteertoronto.ca
- › Volunteer Victoria
volunteervictoria.bc.ca

Volunteer Opportunities on Campus

Opportunities abound to volunteer right on campus, including:

- › Convocation ushers
- › Residence move-in helpers
- › The Centre for Community, Clinical and Applied Research Excellence
- › United Way
- › Homestay providers
- › Office of Advancement
- › The Seniors Helping as Research Partners (SHARP) group
- › The Geriatric Health Systems (GHS) Research Group
- › The Early Childhood Education Centre
- › Sustainability Office (Green Residence, Green Office, and Green Labs)

Notes from the Daily Bulletin and Waterloo News



St. Paul's University College Changes its Name

Adapted from Waterloo News, June 20 2022

St. Paul's University College has changed its name to United College. Founded by the United Church as St. Paul's United College in 1962, the college and the church agreed to end their affiliation two decades ago. At that point, the institution became St. Paul's University College.

According to Principal Richard Myers, the decision to now transition to "United College" positions the institution well for its 21st-century mission. "It's a beautiful name that speaks to the inclusive values of today's College while still honouring those responsible for its founding and early development."

United College serves the Waterloo community through teaching and delivering support for Waterloo courses and providing residence to students of all faculties. The institution also supports students in pursuing and launching new ideas for social or environmental change through its social impact incubator, GreenHouse. It also facilitates the sharing of Indigenous knowledge via the Waterloo Indigenous Student Centre.

uwaterloo.ca/stpauls/waterloo-indigenous-student-centre





Commitment Ceremony Signals New Beginning for Indigenous Peoples and the University of Waterloo

Adapted from Waterloo News on September 22, 2022

The Indigenous Peoples of the University of Waterloo asked Vivek Goel, President and Vice-Chancellor, for a full commitment to reconciliation, Indigenization and decolonization at the institution.

Goel responded and committed the University to fostering a better understanding of Indigenous history, developing an awareness of the damaging intergenerational effects of colonialism and the residential school system, and taking responsibility for vital components of the reconciliation process.

“I’m really proud of today,” said Former Chief, Elder and Indigenous Knowledge Keeper, Myeengun Henry, who works with Waterloo’s Faculty of Health. “It has given us the opportunity, for maybe the first time in the history of this country to this extent, to change some of the dreadful stories from the past of residential school, the Sixties Scoop, missing and murdered women, and endangering our Mother Earth.”

The day’s events commenced with a Sunrise Ceremony and continued with a special Cedar Circle.

The commitment was formalized through a Pipe Ceremony, after which Goel was given the name “Ogiima” (meaning leader) and presented with gifts of an eagle feather and two Wampum belts. The belts will be displayed in Waterloo’s Senate and Board chamber.

The Commitment Ceremony concluded with a Round Dance and a feast, shared by all in attendance. ♥

The Daily Bulletin
is published at 9:00
a.m. each working day.
You’ll find today’s Daily
Bulletin and archived
issues at [uwaterloo.
ca/daily-bulletin](https://uwaterloo.ca/daily-bulletin).

One Last Article About COVID-19

BY BOB HICKS

I have written two articles about COVID-19 for previous issues of WATtimes. Both articles contained tips on how to use your computer to make things easier and safer during the pandemic. This article about the emotional impact of COVID-19 was more difficult to write.

I have written two articles about COVID-19 for previous issues of WATtimes. Both articles contained tips on how to use your computer to make things easier and safer during the pandemic. This article about the emotional impact of COVID-19 was more difficult to write.

I am writing this article in June 2022. The number of COVID-19 cases is decreasing. People are starting to socialize more, but cautiously. We know COVID-19 isn't going away, and who knows what will happen in the fall and winter. We hope there won't be another wave.

During the pandemic, we had fewer opportunities to socialize with family and friends. Tools like Zoom were helpful, but definitely not the same as in-person socializing. Most of us coped with feelings of isolation and depression. All ages were affected. Having Christmas dinner with family over Zoom sure felt weird.

When I retired five years ago, I hoped to spend more time with family and friends. That didn't happen during the pandemic, which accounts for almost half of my (already completed) retirement years. The COVID years were lost years, perhaps especially because of my age. When the pandemic hit, I was about to start helping with the Special Olympics. I like to volunteer, as it always provided me with social connections: something I thought would help fill a void in retirement.

There was never a pandemic during my career, so I can't imagine what COVID has been like for those still working. While working from home may sound appealing, at least at first, it has certainly meant many challenges for both businesses and employees. Simple things such as conversations at the coffee machine didn't happen. Some studies indicate that people who contracted COVID were not as productive when they returned to work. Some people lost their jobs. People returning to campus after working from home



for so long must have felt some level of anxiety. And as they returned, they found that some of their colleagues had retired or left the university, so new relationships will have to be established.

During the pandemic, weddings and funerals were cancelled or held on a much smaller scale. Visiting people in the hospital didn't happen. It was very sad not to be able to visit people in long-term-care and retirement homes, and in other facilities such as group homes. The only words I can think of to describe this situation are isolation, loneliness, and depression.

Our grandson, born during the pandemic, isn't vaccinated so we have been very careful around him. One of his aunts is a teacher who has encountered COVID in her classroom. We use rapid tests, which are not foolproof, so we worry about infecting our grandson.

I know many people who have had COVID-19, despite being vaccinated many times. I hope I will feel safe someday not wearing a mask, but for now I am still wearing one in stores. I have had four COVID shots and expect more will follow. Yes, I am tired of being poked.

Everyone is eager to get back to normal. I have purchased tickets for Drayton performances, made reservations for two getaways, enjoyed restaurant patios with friends, and golfed. I plan to play hockey this fall. Baby steps to start. Though I still feel cautious, I feel a little more confident with each outing.

So, where do we go from here? I hope reading this article hasn't left you feeling blue. One thing for sure, we won't take anything for granted in the months and years ahead.

After stepping out of hibernation for a week in early October, Covid found Bob. He's now back on the ice playing hockey. ♥

Preserving the University's Memory: The Oral History Project

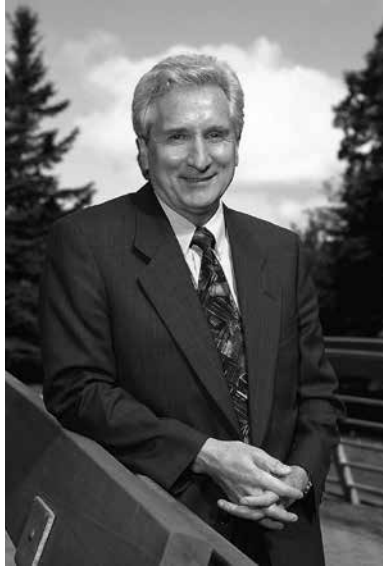
BY NICK RICHBELL



The University of Waterloo Archives, within Special Collections & Archives (SCA), preserves recorded information of enduring administrative, legal, financial, or historical value. UWA maintains the institutional memory of the University of Waterloo, ensures public accountability and transparency, and supports academic, administrative or legal research. These records include over 200 oral histories recorded over several projects during the 1990s which document the lives and careers of Waterloo's staff and faculty including Gerald Hagey, James Downey, Nancy Lou Patterson, Joan Molloy, and Bill Pearson.

SCA is working on an oral history pilot project to document Waterloo's history through the lived experiences of our staff, faculty, and students. Oral histories allow us to gather, preserve, and interpret voices and memories of people, communities, and participants of past events. The pilot will include nine interviews by the fall. We aim to make the recordings and transcriptions accessible on a website; stay tuned for more details on this!

The interviews will be conducted by Dr. Anne Millar. Anne completed her PhD in history at the University of Ottawa and was recently a postdoctoral fellow at the University of Waterloo, where she focused on oral histories of women in engineering.



SCA has been discussing potential oral history projects with the University of Waterloo Retirees Association for some time and we are excited that the UWRA provided a list of initial retirees to consider interviewing for the pilot, as well as funding support for transcribing an interview. To start, Anne will interview Judi Jewinski, retired Academic Dean at Renison University College. Judi is well known across our campus for her 47 years spent teaching at Renison (among many, many other achievements).

Our hope is that this pilot will be the foundation for a larger, more comprehensive oral history program at Waterloo. Providing experiential learning opportunities for our students will be key to the next stage of this exciting and important work. I look forward to sharing updates as they become available. ♥

To recommend retirees who should be interviewed as this project grows, please email uwra@uwaterloo.ca or nick.richbell@uwaterloo.ca. Your support is invaluable to the oral history project.

Nick Richbell, Head, Special Collections & Archives nick.richbell@uwaterloo.ca



Hope Cove offers scenic walks along the coast.



*Palm trees in England? And bananas?
Yes, in Overbeck's Garden*

Our England Trip: Two Years in the Making

BY RON CHAMPION

It took us two years to get to England. No, my dear wife and I didn't row across the Atlantic. Our trip was originally scheduled for May 2020, but COVID burst onto the scene earlier that year. The trip was postponed to fall 2021 – and then again to September 2022. Even then, we crossed our fingers that COVID would not further disrupt our travel plans. It didn't.

September arrived. COVID co-operated. And off we went, flying on Air Canada to London. We took a bus from Heathrow Airport to Southampton on England's south coast, where we rented a car for our two weeks in England. Luckily, my wife is a good driver and comfortable with roundabouts, as she had to cope with at least two dozen roundabouts in her first half hour at the wheel.

We spent our first week in Hope Cove on the south coast of Devon. A village perched on cliffs above the Atlantic Ocean, Hope Cove presented the most picturesque sights of our time in England. Once host to a thriving fishing industry, Hope Cove is now a tourist and vacation destination. Our large third-floor apartment overlooked the village, cliffs, and ocean. Our accommodations were very comfortable, but we recognized that the average Hope Cove citizen could never afford such a home. The village depends on tourism, but it's a double-edged sword: tourism provides revenue and jobs, but it has driven home prices to levels beyond the reach of village residents.

Besides exploring Hope Cove and its cliff-top walks (trails to us), we visited nearby towns, including Kingsbridge and Salcombe, home to Overbeck's Garden. Overbeck's treated us to acres of trails, gardens, and exotic greenery, including palm trees and four varieties of banana trees. Perched high above the ocean, this subtropical garden afforded spectacular views of the estuary and town.



Mid-week, we drove to see where my father was born. New cottages now stand where my father lived, but the address is the same. The short street is largely unchanged. The pub undoubtedly welcomed Grandfather Champion on occasion. More than a century later, I was walking the same pavement.

This first week in England ended with the death of Queen Elizabeth II. We joined Britons in mourning her passing. Flags everywhere flew at half-mast. Shops and churches displayed tributes to the Queen. The BBC featured 24/7 coverage of the Queen and her amazing life. It was an interesting time to be in England.

We spent our second week in and around Salisbury, a cathedral city in Wiltshire. If you had one or two weeks in England and wanted to avoid London, Salisbury could be your destination. Our accommodation near the city centre was within walking distance of the train station, the downtown, parks and trails, restaurants and pubs, and Salisbury Cathedral. The cathedral houses one of four original copies of the Magna Carta. Issued in June 1215, the Magna Carta was the first document to put into writing the principle that the king and his government were not above the law.

A few miles south of Salisbury is Alderbury, where my great grandfather and several ancestors before him were born, lived, and died. There's only one church in the area, so my wife and I eagerly searched the graveyard for Champion ancestors, but to no avail. (If you want your gravestone to be legible in 200 years, pay for the deluxe engraving option). Still, it was a special experience to see the church where some of my ancestors were married and to walk the ground under which some of them lay.



Salisbury Cathedral, with the tallest church spire in the United Kingdom. Building was completed in 1258.

It's comforting to know that ships carry spare parts. That's a propeller blade, not a sculpture.



On our way back to Southampton, we detoured briefly to Canada. Yes, Canada! It's only about five miles off the highway that links Salisbury and Southampton. Unlike our Canada, that Canada is small, with a smattering of homes, a common where horses and donkeys grazed, and the obligatory pub.

In Southampton we boarded our ship (not plane) to return home. Sailing across the Atlantic on the Queen Mary 2 was a highlight of our trip. We had read many reviews about the Queen Mary 2, so we had high expectations. Those expectations were surpassed, so much so that we booked our next sailing – to Alaska next July on the Queen Elizabeth – before we got off the ship.

What was so special about the Queen Mary 2? Everything. The food. The entertainment. The space. The ship is big, carrying more than 2,600 passengers and almost 1,300 crew. It has 18 elevators. The lobby is six decks high. The Golden Lion pub is the largest pub I've ever seen. The ship's two theatres are bigger than what you'd think could fit on a ship.

We took in three out-of-this-world presentations by Canadian astronaut Bob Thirsk, a Broadway song and dance show, an acrobatic performance, big band music, jazz night, and more. The daily program, delivered to our comfortable stateroom every evening, featured activities from early morning to late evening. There's so much to do and see that you can't take it all in.

You're almost as likely to feel seasick sitting in a hotel lobby as crossing the Atlantic on the Queen Mary 2. Really. The ship is that stable, even in the six-metre seas we encountered, thanks to the hull's design and the ship's stabilizers. One night at dinner, the captain came on the intercom to assure us that there was no danger in the ship listing to port. Indeed it was, maybe 10 degrees, but neither we nor our dinner companions had noticed!

Our last day of vacation was the longest. We were up before dawn. We cleared US Customs by 9:30 a.m. Got to Newark Airport for our early evening flight, which of course was delayed. We got home just before midnight, tired but with lots of great memories. ♥



The lobby of the Queen Mary 2.

If you have any questions, need to see Ron's 500 photos of England, or want more information on the places mentioned in this article, you can contact Ron at ron.champion@uwaterloo.ca.

Care to share details of your favourite trip, weekend getaway, or special place? WATtimes and your fellow retirees want to hear from you. Send your idea to uwra@uwaterloo.ca.



A message from Human Resources

Waterloo's Benefit Provider Will be Changing on January 1

Last year, the University's Pension and Benefits committee (P&B) surveyed the long-term disability, extended health, and dental benefits market to ensure that the University is getting the best price for these products.

Following an extensive review of proposals, the P&B committee approved the engagement of Sun Life Financial to insure the long-term disability benefit effective May 1, 2022, and Green Shield Canada to administer the extended health and dental benefits effective January 1, 2023. The implementation of Sun Life Financial as the insurer for the long-term disability benefit was successful earlier this year, and we are working closely with Green Shield Canada to support the implementation of their services.

Green Shield Canada will match the existing extended health and dental benefits plan design in terms of maximums and coinsurance; however, every benefits provider has differences in administration (for example, reasonable and customary charges, technology capabilities,

and other policies and practices) that apply to the adjudication decisions. HR is working with Green Shield Canada to identify these differences relative to the Canada Life arrangements, as well as any options that might be available to the University to manage the transition or to support ongoing claims management.

To support the change from Canada Life to Green Shield Canada at the start of winter term, HR has created a benefit implementation website (uwaterloo.ca/human-resources/projects/green-shield-canada-benefits-implementation) to inform the University community on this project, including key milestones, important announcements, and essential action items that you (and any current benefit plan members in your family) must complete to support this change.

In the interim, Canada Life will continue to reimburse eligible expenses incurred up to and including December 31, 2022. Please submit your claims to Canada Life promptly to ensure all your claim submissions are up-to-date and processed without delay before the changeover. A two-month grace period, from January 1 to February 28, 2023, will allow for claims incurred in 2022 to be submitted to Canada Life for processing. Canada Life will not provide reimbursement for eligible 2022 expenses received after February 28, 2023. ♥

*Please contact hrhelp@uwaterloo.ca if you have any questions about this change.
Be sure to visit the project website for more updates on this project.*

**uwaterloo.ca/human-resources/projects/green-shield-canada-benefits-implementation
uwaterloo.ca/human-resources/news/new-pension-benefits-rates-and-new-long-term-disability
uwaterloo.ca/secretariat/committees-and-councils/pension-benefits-committee**



Pension and Benefits Update

BY DAVID TAYLOR



In my update on activities of the Pension & Benefits Committee (P&B) last fall, I indicated that the University was considering a change of benefits carriers. Canada Life has been our carrier for long-term disability (LTD), extended health, and dental. Their rather astonishing increase in LTD premiums was evidently a significant motivation for considering a change of carriers.

The decision to change to Sun Life for LTD took place on May 1 of this year. LTD premiums are now back to roughly the level they were prior to the big increase. Sun Life has been our life-insurance carrier for some time. Life insurance was not part of this re-evaluation of benefits carriers.

The other decision was to change to Green Shield Canada (GSC) for extended health and dental. Those benefit plans are so complex that the changeover will not occur until January 1, 2023. P&B has received updates from GSC as they configure and test their system prior to the changeover. The process appears to be working well. GSC assesses how accurately they have configured our plan specification into their system by re-running claims already assessed by Canada Life. That has revealed a small number of cases in which claims are now being paid that are not eligible for reimbursement. In 2023, a small number of people will be

disappointed to discover claims being rejected because they should never have been reimbursed in the first place. The previous article provides more information on the transition to GSC.

One important task of P&B is to monitor the health of the pension plan. Since we expect the University of Waterloo to continue operating for many years, the going concern basis of accounting (that is, the assumption that the organization will continue to operate) is about the most relevant way to evaluate the health of the pension plan. It is also significant because when there is a deficit, the University must make additional contributions to eliminate the deficit. As of December 31, 2021, the pension plan was 103.3 per cent



funded, the first time in many years it has been fully funded. That is, of course, good news, but the economy has been interesting in 2022. From that valuation to March 31 to June 30, the value of pension-plan assets went from \$2.4B to \$2.3B to \$2.0B. As you might expect, that had a significant effect on the funded ratio, which decreased to 97.0 per cent and then to 86.6 per cent.

While that is concerning, it is not a cause for panic. In particular, the funded ratio is now fairly similar to what it was at the end of March 2020.

The solvency valuation determines the premium for the Ontario Pension Benefit Guarantee Fund (OPBGF). As of December 31, the solvency deficit was also eliminated, with a funded ratio of 100.8 per cent. That reduces our OPBGF premium from about

\$3.5M to about \$0.5M. The funded status of the pension plan improved during the year, going to 107.9 per cent and then 108.0 per cent, as of March 31 and June 30.

The Payroll Pension Plan (PPP) was created to provide pensions beyond the limit prescribed in the Income Tax Act (ITA). For many years, the ITA limit meant that many high-income employees could not receive the full pension computed by the formula in our pension plan. The PPP is an unregistered plan that made up some of that difference. The ITA limit has finally increased to the point that we can pay all new retirees the full pension determined by our plan. The PPP is still needed to pay retirees who were affected at the time of retirement, but it contains far more money than needed: \$46M in assets, but only \$22M in liabilities. Over the next three years, the \$24M surplus will be transferred into the registered pension plan. It will not replace any of the University's required current-service contributions but will form part of the additional contributions the University is currently making.

University staff who support the pension plan are paid out of the pension fund, and the number of such staff has not changed in many years. The increased workload, as the number of employees and pensioners has increased, has made providing good service difficult or impossible. P&B agreed to increase the number of staff and, very importantly, agreed to review staffing regularly, since the lack of regular review led to the present situation.

Launched in 2021, the University Pension Plan (UPP) is intended to be a province-wide plan for universities in Ontario. The University of Toronto, Queen's, University of Guelph, and Trent participate in the plan. UPP staff and some representatives from participating universities made two presentations to P&B (one jointly to P&B and the Pension Investment Committee). While P&B wants to be informed, there are no current plans for Waterloo to join UPP. ♥

A MEMBER OF THE UWRA BOARD OF DIRECTORS, DAVID CAN BE REACHED AT

david.taylor@uwaterloo.ca



Where Are They Now?



BY PAT ROWE

After speaking to the Retirees Association and writing about the success of the Psychology Department for WATtimes (Fall 2018), I thought that one measure of our department's accomplishments (or failures) would be what had happened to our graduate students after they left Waterloo. More precisely, I wondered about the careers of the students in the Industrial-Organizational (I-O) Psychology graduate program that I had been involved in from the mid 1960s until about 2004. During that time there were 96 graduates, almost all registered in the MASc program, I-O specialization. Two are unfortunately deceased. The email addresses of 73 of the remaining 94 graduates were found, and 55 of them completed a survey that asked about their careers and achievements after Waterloo, a remarkable return rate of 73%. Participants had come to Waterloo from across Canada, Australia, and the West Indies.

Unlike the typical MA degree in Psychology, the MASc degree is meant to provide students with the skills necessary for employment and included some practical courses and a paid work term in an I-O setting. Several graduates pursued doctoral studies. At least 21 (13 males, 8 females) of the graduates earned PhDs, 15 at Waterloo. Some sought other degrees, including an MD, MBA, and various diplomas and certifications. Another significant characteristic of these graduates is that nine of the participants were serving military officers.

The first question was, Did the graduates obtain their first jobs in the I-O area? During recessions these first jobs might have taken the graduates some time to find, or have been contract positions, or have been in locations not their first choice, but they were all appropriately employed in I/O related jobs: as human resources staff

- > *in test validation/survey design, training*
- > *in program evaluation, etc. in research settings or consulting firms*
- > *in the public sector at the federal, provincial, and municipal levels*
- > *in the private sector, in various companies such as COM DEV, SAP, and Bell*
- > *in several major consulting firms*

Ten of those who earned doctorates took faculty positions, most of them in business programs (e.g., Concordia, McMaster, St. Mary's, Calgary, Toronto), and 11 worked in consulting, industry, or government, including the armed forces.

To assess the success of the program, we must look at the later jobs as well as the earlier ones. Virtually all graduates continued to hold I-O positions, but later positions were more responsible, more complex, and drew on experience as well as education. This group includes several vice presidents of major organizations, the CEO of a major Canadian company, the president of a university, several founders of consulting firms, partners in major consulting organizations, and chairs and associate deans in universities. The companies and organizations that employed them include both small and large businesses, municipal to federal governments,



and university departments in psychology and business. Some were self-employed. While many are in central Canada, others are located across the country from Vancouver to Halifax. Six of the participants work outside Canada (Australia, Germany, Hong Kong, West Indies, and two in the USA), and several have worked in international settings for at least a few years (Australia, Netherlands, Singapore, South-East Asia, United States, and the UK).

Though not provided in response to a specific question, most graduates stated information that could be considered relevant to being job ready and having skills important for that first job, whether they were happy in the job or not. About 75 per cent mentioned being promoted or recruited by other organizations, a measure of job success. While a few of them moved into occupations such as medical doctor, restaurateur, or counselling psychologist, they applied their I-O education in these careers.

The data support the conclusion that the program has been largely successful in achieving its goals and successful in producing people ready to work in their field of interest, and in most cases continue in throughout their careers.

These graduates are a remarkable set of accomplished individuals who were attracted to and successfully completed a postgraduate program in a new university. They have far exceeded the expectations that we had at the beginning of the program. They are bright, hard-working, life-long learners. Many of them have continued to work and offer their services past what used to be considered retirement age. The program gave them sufficient skills and knowledge to get them started, and their efforts did the rest. Waterloo should be immensely proud of them all.

A Sense of Their Feelings can be Gained From a Few Quotations:

“I was motivated to apply so many academic principles learned in grad school to “real-world problems” and continuing to have a positive influence on the success of leaders and organizations.” (MG)

“Helping individuals, teams and organizations set a compelling vision and to achieve it to their full potential is so rewarding, both as a business owner and consultant, I am up for another 25 years!” (JC)

“Now I am working to transform an organization of 16,000 software engineers by enabling leaders to rethink management practice. Together with other passionate colleagues, I am enabling the organization to adopt new management practices to create a more empowering workplace where people and innovation thrive.” (AW)

“When I retired in 2004, I looked back at the work we did in the public and private sectors with the knowledge that I had made a significant difference in the performance of leaders and experience of employees in organizations and the satisfaction of their customers.” (JM)

Pat Rowe joined the fast-growing Psychology Department at Waterloo in 1963 and retired in 2002. She was, technically, the first female Dean at Waterloo (as Acting Dean of Arts in 1973) but for real when she was appointed Dean of Graduate Studies, 1991-1999. After retiring, Pat was appointed an auditor for the Undergraduate Program Review Audit Committee (UPRAC), where she became interested in quality assurance and employment after graduation. Pat has previously served as a board member and membership coordinator of the UWRA. 🍷

UWRA Member Profiles



CHRISTINE WAGNER

Christine Wagner retired January 1, 2022 and joined the UWRA immediately. She was appointed UWRA Membership Coordinator in June 2022, taking over from Jim Marshall who had held the position for several years. She is appreciative of Jim's hard work and diligence and pledges to continue the valuable task of maintaining the UWRA membership records.

Christine Wagner

I relocated to Waterloo Region when I joined the UWaterloo Procurement team in 2011, in the position that would evolve into the Procurement Specialist for Research. Previously, I had worked for a municipality and local power company as their Supervisor of Purchasing and Stores. Although I had earned my credentials in supply chain management and public purchasing there, joining Waterloo as a full-time staff member offered me a chance to – finally! – complete my Arts degree. I was a graduate (perhaps the oldest) of the first virtual convocation during COVID-19, granting me dual university status as both an alum and a staff member.

During my time at Waterloo, I was fortunate to participate in the Staff Association (UWSA) and sat as a representative on the University's Pension & Benefits Committee. I also participated in the Excellence Canada mandate to obtain gold certification (EIW) for the University in 2019. I was honoured to be one of five staff members to receive the Staff Enhancement Experience (SEE) Canada Grant for 2018; the grant supported a trip to British Columbia to visit and interview a group of my procurement peers to learn (and share) how we solve similar problems.

Throughout my time in Procurement, I had the pleasure of working with many talented individuals across campus. The people I met and worked with enriched my experience beyond my expectations. Believe it or not, sometimes work in supply chain and public procurement can be a bit tedious and being able to engage with the innovative spirit of the university was very refreshing. As the Research Specialist in Procurement, I worked closely with the Office of Research team to help faculty members make purchases with their infrastructure grants. I learned so much by interacting with these interesting, dedicated, and really smart people!

After more than a decade, I retired last December. My husband (Robert Wagner) is still working in Engineering at Waterloo, so remaining connected to campus feels natural, and being involved in the UWRA as their Membership Coordinator reinforces that connection.

In retirement, I am looking forward to more learning, fun experiences, and opportunities to develop new skills. One of my goals is to learn pickleball. As a beginner, I am still wading through the rules and working on my game and strategy. I also work remotely a few hours a week as a writing feedback specialist, providing helpful advice to students on the structure, use of language, and grammar of their written assignments. And, at least until my husband joins me in retirement, I am enjoying doing whatever I want to do any day of the week!

TREVOR GROVE



*Having spent his career working in leading-edge computing, **Trevor Grove** retired to West Grove, Ontario, where he's happy there's no cell service or high-speed internet. Trevor is a Member at Large on the UWRA board.*

Trevor Grove

It's the fall of 1974. Ira Needles isn't a Boulevard (yet); Ira Needles is the Chancellor of the University of Waterloo. And Burt Matthews isn't a building; he's the second President of the University. Waterloo was then celebrating its 15th anniversary. At the time, the Math & Computer building is "old" – seven years old and is not surrounded by a myriad of other buildings. "B" lot is mere steps away from the doors to MC.

And so, in this context, the nerdy and geekish 18-year-old Trevor Grove arrives on campus to begin his 48-year (and counting) association with the University of Waterloo. He was seduced by a Computer Science Day visit in 1969 which was full of wonderful things like the Red Room, IBM mainframe computers, spinning tape drives, and typewriter-style terminals for interactive computing (a major step up from punched cards!). Studying math and computer science was his passion.

I began my undergraduate program in co-op Computer Science in 1974, spending five work terms with Wes Graham's Computer Systems Group (CSG), where I worked on various software development projects. CSG is the group responsible for Waterloo's early reputation in software with its world-famous WATFOR and WATFIV projects.

Then in 1979, with a freshly minted BMath, I joined the CSG full-time staff as a ... well, it's not clear exactly what our positions were titled. We were doing research and development in software systems, but we weren't considered academics. We weren't exactly regular support staff either, as our positions fell into the dreaded "funding-contingent" category, funded by the revenue generated from the distribution of the software we created. We called ourselves "staff researchers" – an entirely unofficial designation.

Through the 1970s, 1980s, and into the mid-1990s, I participated in various software R&D projects at the Computer Systems Group, many of which were distributed worldwide. Unfortunately, in 1994 the "funding contingency" clause reared its ugly head and nearly all the staff at CSG were terminated, me included. This was the time of Rae Days and severe budget restrictions in the public sector.

My relationship with the university didn't end, though. I began working as an adjunct lecturer in Computer Science, teaching a variety of undergraduate CS courses between 1996 and 2006. I was also engaged as an instructor for "Continuing Education," now the Centre for Extended

Learning. I did some contract software development on campus, including some for Professor Emeritus Don Cowan. So even though I was no longer an employee, I still had an office and the same phone extension I'd always had.

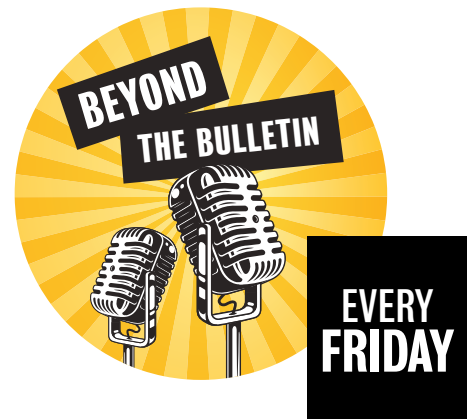
During my time as an adjunct lecturer, I had a "day job" as an aspiring private-sector software mogul. Remember the "dot-com" boom and bust from the late 1990s to the early 2000s? That ended in 2004, when I rejoined the university as a regular staff member in the Computer Science Computing Facility (CSCF), the IT support group within the School of Computer Science. Except for an 18-month project at IST, I stayed at CSCF in various roles until I retired in November 2014.

Beyond my employment, I served as the President of the UW Staff Association (UWSA) from 2010 to 2012. The UWSA President's position was then considered part time. As President of the UWSA, I participated in many University Standing Committees and was a member of several senior-level hiring committees, including Associate Provost, Human Resources, Chief Information Officer, and University Secretary. One of the achievements that I am especially proud of is the conversion of the UWSA President's position to a full-time, seconded position.

In 1988, with a child of day-care age, I became involved in daycares on campus. I was a founding board member and treasurer at the Hildegard Marsden Day Nursery (HMDN) on the north campus.

Since retiring, I've been involved with the fledgling Computer Museum on campus. You'll be hearing more about that in the months to come. On a personal note, I decided that I'd had enough of city life and moved to a very rural area about 100 km north of Waterloo, where the cell service is horrible (which suits me just fine, thank you), and there's no high-speed internet service. I spend my time communing with nature, which somehow seems antithetical to my career at the leading edge of software R&D at Waterloo.

And now, I've heeded the call for UWRA board members, joining as a Member at Large in June 2022. As I become more involved with UWRA board activities, we'll see what the future brings. ♥



BEYOND THE BULLETIN PODCAST

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

uwaterloo.ca/daily-bulletin/podcast ♥

Want to stay in touch?

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



Retiring Staff Member Leaving Something Better Behind: A Repair Culture on Campus

Adapted from the Daily Bulletin, April 22, 2022



After 15 years as an Instructional Support Coordinator with professional development programs for co-op students, Murray Zink (BASc '80 and MASc '84) is planning his retirement. But that doesn't mean he's leaving campus. He's on a mission to grow the sustainability and repair culture at the University of Waterloo.

For the past four years, Murray has been building 4RepairKW, a local team of volunteers that hold repair events to promote sustainability and repair culture in Kitchener-Waterloo (Instagram: @4RepairKW). The group has held repair events with the Sustainability Office on campus, as well as with the KW Library of Things in Kitchener, and with EcoCafé in St. Jacobs.

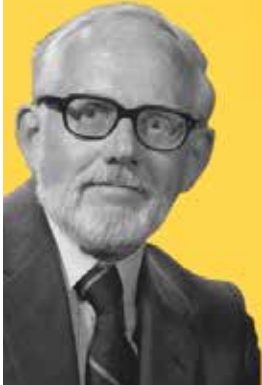
Murray connected with Campus Housing to source non-working small electrical items for the repair events. He plans to take the broken appliances (kettles, toasters, hairdryers, etc.) as fodder for his new project – 4RepairUW, which will operate somewhat like a pop-up club on campus wherever partner groups can arrange workspace.

Murray Zink may be contacted at mrzink@uwaterloo.ca.

Murray will continue organizing veteran repairers from campus and the community to assist with repairs and share their knowledge with repair neophytes. This will provide volunteer opportunities for students, retirees, and community members who would like to become involved with growing a sustainability and repair culture on campus.

Murray's passion is helping people save money by fixing things and not throwing them away. It's sharing knowledge and learning from each other. For all who become involved, it's about lifelong learning to gain knowledge and skills, as well as gaining self-confidence and purpose through using tools to fix things.

So, if you connect with any of these ideas about sustainability and repair, or if you have ideas about needs in our community and distributing move-out waste, follow up with Murray for a coffee. ♥



DOUGLAS WRIGHT A CELEBRATION OF LIFE

Waterloo Celebrates the Legacy of Doug Wright

Adapted from the Daily Bulletin on Friday, September 23, 2022



The University of Waterloo celebrated President Emeritus Douglas Tyndall Wright with a special event on Friday, September 23.

In collaboration with the Wright family, Waterloo honoured the legacy of Douglas Wright, his achievements and how he shaped the University's future at a special Celebration of Life event, which can be viewed on YouTube. [youtube.com/watch?v=8aaBHEQ4hj8](https://www.youtube.com/watch?v=8aaBHEQ4hj8)

The special event featured remarks and tributes from Vivek Goel, president and vice-chancellor, Mary Wells, dean of engineering and other University leaders, former colleagues and students, distinguished community leaders and members of the Wright family. The event also included live music and video tributes.

Wright, who served as the first dean of the Faculty of Engineering from 1958 to 1966 and as Waterloo's third president and vice-chancellor from 1981 to 1993, passed away on May 21, 2020. 🇺🇳



Passings



Dr. James Downey

James Downey, President of the University of Waterloo 1993-99, died on March 23, 2022. He was also the inaugural President of the Higher Education Quality Council of Ontario from 2007-09.

In 1996, he was appointed to the Order of Canada, and he received countless honorary degrees from universities.

He was asked many times over the years how someone with a PhD in English literature who loved teaching ended up as a university administrator. He always shrugged and said, “I just wasn’t paying attention.”

A celebration of life for James Downey took place on Friday, November 25, 2022 in the Engineering 7 event space. The event was livestreamed and is available at: [youtube.com/watch?v=HMeITRHfFmA](https://www.youtube.com/watch?v=HMeITRHfFmA).

Diane McKelvie

Diane McKelvie passed away on April 1, 2022.

Diane retired in early 2020, after a 42-year career with the University, mostly with Co-operative Education.

Leeann Ferries, Associate Dean, Undergrad in the Faculty of Health, remembers Diane as “a champion of experiential learning who worked collaboratively with academic units to create solutions that fostered meaningful outcomes for students. She was an excellent student advocate and always made time to discuss potential solutions and follow up on student experiences.”



Murray Shepherd

Murray Shepherd, who served as University Librarian for 30 years, died in early April 2022.

Shepherd joined the University of Waterloo in November 1969 as Head of Technical Services in the University Library. In July 1971 he became Associate Librarian. In 1973 he succeeded William Watson as University Librarian, a position he would hold for 30 years. “An engaging and innovative library leader,” wrote University Librarian Beth Namachchivaya.

Shepherd retired in August 2003. In 2005 he was named an Honorary Member of the University. In 2006, a fourth-floor conference room in the Dana Porter Library was reborn as the Murray C. Shepherd Learning Lab.



Peter Sprung

John Peter Sprung, who played a vital role in the growth of the Computer Science department at Waterloo, passed away at the age of 83 in June 2022. Professor Sprung passed on his joy of mathematics to many students in his 25 years at Waterloo.

Among Peter’s notable achievements, he was instrumental in working with Oxford University Press to computerize the prestigious Oxford English Dictionary (OED). Peter was recognized for his expertise in software copyright law, which he used to contribute to the success of a software company after retirement.



Grant Russell

Professor Emeritus Grant Russell, retired Associate Professor and Associate Director of the School of Accounting and Finance, passed away in mid-August.

Russell joined the Department of Economics at the University in 1974 and became one of the catalysts in building the foundation of the School of Accounting and Finance. A gifted instructor, he was honoured with Waterloo’s Distinguished Teaching Award in 2000. Established in 2007, the Russell Family Scholarship has grown into an endowed fund of \$210,000, with awards to 24 students since the scholarship’s inception. ♥



We Remember

Reported by **Human Resources**, University of Waterloo, as of January 2022.

Remembering Those We've Lost

Retiree **ZULEIME MINAS**

Passed away on January 30, 2022
Hired May 1, 1967
Retired May 1, 1993

Retiree **CORNELIS VANDERKRUK**

Passed away on March 25, 2022
Hired October 16, 1967
Retired April 1, 1985

Retiree **SALLY LERNER**

Passed away on March 13, 2022
Hired July 1, 1976
Retired July 1, 1996

Retiree **DERICK HAYWOOD**

Plumber, Plant
Operations - Mechanical
Passed away on March 20, 2022
Hired December 14, 1987
Retired February , 2006

Retiree **EDWARD LANK**

Faculty, Cheriton School
of Computer Science
Passed away on March 21, 2022
Hired September 1, 2005
Retired N/A
Survived by spouse
Michelle Woodall and daughters

Retiree **JAMES DOWNEY**

Faculty - English Language
and Literature, Former
President of the University
Passed away on March 23, 2022
Hired April 1, 1993
Retired April 1, 2005
Survived by spouse Laura

Retiree **FRANCIS DULLIEN**

Passed away on April 14, 2022
Hired July 1, 1966
Retired July 1, 1994
Survived by spouse Ann

Retiree **MURRAY SHEPHERD**

University Librarian
Passed away on April 5, 2022
Hired November 1, 1969
Retired August 1, 2003
Survived by spouse Maureen

Retiree **DIANE MCKELVIE**

Student Career Advisor
Passed away on April 1, 2022
Hired February 15, 1978
Retired March 1, 2020
Survived by spouse Ron

Retiree **RON HOSLER**

Systems Integration Specialist
Passed away on April 5, 2022
Hired April 1, 1998
Retired November 1, 2017

Retiree **KISH HAHN**

Associate Professor,
Systems Design Engineering
Passed away on April 30, 2022
Survived by spouse

Retiree **MARY MERIKLE**

Passed away on April 24, 2022
Manager, ELPP
Hired September 1, 1981
Retired September 1, 2000
Survived by spouse,
daughter, and son

Retiree **ROBERT NEAL**

Passed away on April 24, 2022
Hired October 12, 1976
Retired July 1, 1996
Survived by spouse Catherine

Retiree **HAROLD E. FREY**

Technician - Biological
Passed away on April 13, 2022
Hired September 1, 1982
Retired November 1, 2004
Survived by spouse Maija Keller

Retiree **PETER DAGENAIS**

Passed away on May 31, 2022
Hired October 31, 1983
Retired July 1, 1996
Survived by spouse

Retiree **MURRAY DUBRICK**

Equipment Operator
Passed away on May 7, 2022
Hired March 17, 1969
Retired April 1, 2009

Retiree **DOREEN DODD**

Passed away on May 14, 2022
Hired January 3, 1984
Retired July 1, 1994

Retiree **COLIN MAYFIELD**

Passed away on May 3, 2022
Regular Faculty
Hired July 2, 1970
Retired October 1, 2013
Survived by spouse
Mary Ellen Starodub

IN MEMORIAM

Retiree **KONCAY HUSEYIN**

Passed away on June 2, 2022
Hired November 15, 1969
Retired July 1, 1996
Survived by spouse Tuncay

Retiree **FRANK KENYON**

Passed away on June 17, 2022
Hired January 25, 1967
Retired July 1, 1996

Retiree **SALLY MAZUREK**

Clerical Assistant
Passed away on June 9, 2022
Hired April 1, 1991
Retired July 1, 2003
Survived by spouse

Retiree **ERWIN DUMBROFF**

Passed away on June 18, 2022
Hired July 1, 1965
Retired July 1, 1994

Retiree **RAYMOND FOURNIER**

Associate Professor
Passed away on June 3, 2022
Hired September 1, 1966
Retired January 1, 1994

Retiree **RUTH MAYR**

Passed away on June 27, 2022
Hired October 31, 1979
Retired May 1, 1992

Retiree **THOMAS FAHIDY**

Faculty, Chemical Engineering
Passed away on June 10, 2022
Hired December 1, 1964
Retired December 1, 2002

Retiree **RAMMA KAMRA**

Passed away on June 19, 2022
Hired January 31, 1967
Retired February 1, 1997

Retiree **CALVIN REDEKOP**

Passed away on July 20, 2022
Hired August 1, 1979
Retired July 1, 1990

Retiree **PETER JORDAN**

Supervisor, Cleaning Services
Passed away on July 11, 2002
Hired October 29, 1984
Retired September 1, 2015
Survived by spouse Joan Peplinski

Retiree **JOYCE WENDLAND**

Passed away on July 28, 2022
Hired May 26, 1975
Retired March 1, 1996

Retiree **DAVID BROCK**

Equipment Coordinator/
Scanner, Graphics
Passed away on August 2, 2022
Hired July 17, 1967
Retired October 1, 2004
Survived by spouse
Janet Dawson-Brock

Retiree **KAETHA WIEBE**

Passed away on August 3, 2022
Hired May 30, 1978
Retired April 1, 1992

Retiree **LYNNE M WRIGHT**

Administrative Officer,
Graduate Studies Office
Passed away on August 31, 2022
Hired April 11, 1994
Retired March 1, 2019

Retiree **MARJORIE BRUCE**

Passed away on August 22, 2022
Hired April 7, 1980
Retired November 1, 1990

Retiree **DAVID SIMPSON**

Passed away on August 4, 2022
Survived by spouse
Ann Simpson-Woodruff

Retiree **RENEE MAYORGA**

Research Professor,
Systems Design Engineering
Passed away on August 31, 2022
Hired January 1, 1986
Retired November 1, 2013
(stopped working for Waterloo
on November 1, 1988)
Survived by spouse

Retiree **HELEN HEALEY**

Passed away on August 6, 2002
Survived by spouse Philip

Retiree **DUNCAN M. MURIE**

Gift Processing Assistant, ODAA –
Support Services and Systems
Passed away on August 17, 2022
Hired August 12, 1991
Retired September 1, 2005

Retiree **GRANT RUSSELL**

Faculty, School of Accounting
and Finance
Passed away on August 12, 2022
Hired July 1, 1974
Retired July 1, 2016
Survived by spouse Judith Meertens

Retiree **VIRGINIA PUIM**

Food Services Assistant
Passed away on August 14, 2022
Hired September 17, 1969
Retired March 1, 1999

Retiree **HELEN BOUTILIER**

Housekeeper,
Housing and Residences
Passed away on September 20, 2022
Hired October 16, 1978
Retired January 1, 2002


Retiree **MARIA GOMES**

Custodian, Plant Operations
Passed away on September 13, 2022
Hired October 19, 1992
Retired January 1, 2018

Retiree **ROBERT GRANT**

Passed away on September 25, 2022
Hired November 1, 1968
Retired March 1, 1996

Retiree **FRANK SACHS**

Passed away on September 3, 2022
Survived by spouse
Doris Rettinger 

NEW RETIREES

Reported by **Human Resources**, University of Waterloo, as of March 2022.

NAME	POSITION	DEPARTMENT	HIRE	RETIRE
Cindy Rempel	LMS/QA Specialist	Centre for Extended Learning (CEL)	17-May-78	1-Mar-22
Andrea Chappell	Director, Instructional Technologies and Media Services	Information Systems and Technology	21-Nov-88	1-Mar-22
Susan Lolle	Regular Faculty	Biology	1-Aug-06	1-Mar-22
Bosco Leung	Regular Faculty	Electrical and Computer Engineering	1-May-88	1-Mar-22
Gwendolyn Penner	Online Learning Consultant	Centre for Extended Learning (CEL)	10-Jan-18	1-Mar-22
Minh Pham	Stationary Engineer 2nd Class	Plant Operations	11-Feb-08	1-Mar-22
Mike Gore	Information Tehnology Specialist	Cheriton School of Computer Science	19-Dec-85	1-Mar-22
Sandra Laughlin	Computing Consultant	Information Systems and Technology	1-Apr-82	1-Mar-22
Paw Mo Gha	Custodian	Plant Operations	5-Mar-12	1-Mar-22
Neil Thomson	Regular Faculty	Civil and Environmental Engineering	1-Sep-81	1-Mar-22
Simone James	Buyer	Procurement and Contract Services	15-Mar-04	1-Mar-22
Janice Willwerth	Learning Environment Supervisor	Information Systems and Technology	21-Sep-81	1-Apr-22
Ron Yoworski	Custodian	Plant Operations	19-Oct-15	1-Apr-22
Christopher Diebolt	Mechanic – Millwright	Plant Operations	31-Mar-08	1-Apr-22
Lynn Rivait	Food Services Assistant	Food Services	4-Oct-89	1-Apr-22
Kevin Harrigan	Regular Faculty	Stratford Programmes	1-Jun-02	1-May-22
Jorge Cruz	Storekeeper	Engineering Dean's Office	27-Aug-01	1-May-22
Robert Hartung	Architectural Technologist/Design Coordinator; Space Data Analyst	Plant Operations and Space Planning Office	5-Jul-99	1-May-22
Sandra Ace	Registered Dietician	Campus Wellness	2-Aug-05	1-May-22
Hong Lee	Weekend/Evening Supervisor	Library – Senior Team	17-Sep-07	1-May-22
Vicky Lawrence	Admin Assistant to the Chair	Systems Design Engineering	1-Jul-84	1-May-22
Brian Foerster	Electrical Helper	Plant Operations	6-Sep-11	1-May-22
Jeanette Nugent	Assoc Director, Graduate Admissions	GSPA – AVP Graduate Studies and Postdoctoral Affairs	9-Mar-81	1-May-22
Bernie Roehl	Lab Instructor/Software Specialist	Electrical and Computer Engineering	11-Feb-81	1-May-22
Gary Kosar	Main Project Coordinator/Design Inspect	Plant Operations	13-May-91	1-Apr-22
Lorna Rourke	St Jerome's Staff	St Jerome's University	3-Dec-07	1-May-22
Filomena DaSilva	Custodian	Plant Operations	10-Sep-04	1-May-22
Mario Coniglio	Regular Faculty	Earth and Environmental Sciences	1-Jun-86	1-May-22
Jeff Mason	Information Technology Specialist	Science – Dean's Office	27-Mar-89	1-Jun-22
Lawrence Folland	Technical Manager	Cheriton School of Computer Science	1-Jun-03	1-Jun-22
Kim Schnarr	Project Coordinator	Centre for Education in Math and Computing (CEMC)	12-Mar-01	1-Jun-22
Julianna Kostyan	Food Services Assistant	Food Services	9-Jan-00	1-Jun-22

CONTINUED →

RETIREMENTS

NAME	POSITION	DEPARTMENT	HIRE	RETIRE
Brett Graves	Stationary Engineer 3rd Class	Plant Operations	1-Jun-10	1-Jun-22
Adrian Pepper	Information Technology Specialist	Cheriton School of Computer Science	3-Jan-90	1-Jun-22
Stela Cuc	EA-IRMS Isotope Technician	Earth and Environmental Sciences	13-Nov-01	1-Jun-22
Wojciech Calujek	Electrician	Plant Operations	13-Nov-00	1-Jun-22
Tom Smith	Building Service Person I	Plant Operations	28-Nov-81	1-Jun-22
Michael Greulich	Mechanic I – Refrigeration - Group Leader	Plant Operations	6-Jun-94	1-Jun-22
Ka-Mee Law	Manager, Operations	Food Services	13-Sep-10	1-Jun-22
Olivia Feher	Client Service Representative	Campus Wellness	20-Sep-05	1-Jun-22
Anita Charters-Amatruda	Administrative Support Coordinator	School of Optometry and Vision Science (SOVS)	9-Aug-21	1-Jun-22
Marlene Epp	Conrad Grebel Faculty	Conrad Grebel University College	1-Dec-98	1-Jul-22
William McCullough	Mechanic I – Insulator	Plant Operations	4-Jun-12	1-Jul-22
Jean Richardson	Regular Faculty	Earth and Environmental Sciences	1-Jul-15	1-Jul-22
Leonardo Melo	Custodian I Group Leader	Plant Operations	6-Aug-96	1-Jul-22
Peter Douglas	Regular Faculty	Chemical Engineering	1-Aug-86	1-Jul-22
D. Nyle Nussli	Electrician	Plant Operations	13-Feb-06	1-Jul-22
Carol Truemner	Senior Communications Officer	Engineering Dean's Office	5-Dec-05	1-Jul-22
Howard Armitage	Regular Faculty	Conrad School of Entrepreneurship and Business	1-Jul-81	1-Jul-22
Miriam Heynen	Senior Research Associate	School of Optometry and Vision Science (SOVS)	17-Mar-86	1-Jun-22
Denise Redmond	CPE, Lecturer ELI	Renison University College	8-Sep-14	1-Jul-22
Alexandra Oros	Housekeeper	Housing & Residence	13-Jun-88	1-Jul-22
Deb Comeau	Account Co-ordinator	CEE – Co-operative Education	9-Nov-03	1-Aug-22
Armand Chiasson	IT Specialist	Plant Operations	5-Jan-15	1-Aug-22
Carolyn Hudson	Executive Assistant	Advancement Strategy	8-Aug-00	1-Aug-22
Janet Mary McPherson	Writing & Communication Advisor, Graduate Students & Postdoctoral Fellows	Writing and Communication Centre	1-May-99	1-Aug-22
Marion Reid	Renison University College Staff	Renison University College	1-Jun-89	1-Aug-22
Nancy Gibson	Senior Animal Health Technician Coordinator	University Research	23-Jan-89	1-Aug-22
Jane Forgay	Librarian, Liaison	Library – Senior Team	26-Aug-91	1-Aug-22
Hilliard Murdock	On Leave	Custodian	2-Jan-08	1-Aug-22
Allan Douglas	Electrician	Plant Operations	24-Mar-03	1-Sep-22
Linda Beaulieu	Information Support Coordinator	Engineering Dean's Office	28-Apr-99	1-Sep-22
Loron Pellowe	Manager, Student Financial Services	Finance	16-Jul-07	1-Sep-22
Mary Brubaker-Zehr	Conrad Grebel Staff	Conrad Grebel University College	1-Jul-96	1-Sep-22
Ian McKenzie	Programs Administrator	Geography	1-Aug-73	1-Sep-22
Sue Brubacher	St Jerome's Staff	St Jerome's University	16-Nov-09	1-Sep-22
Daniel Miller	Regular Faculty	Electrical and Computer Engineering	1-Sep-91	1-Sep-22
Alejandro Rodriguez	On Leave	Custodian	3-Jan-12	1-Sep-22
Jim Buchholtz	Electrical Helper	Plant Operations	26-Nov-95	1-Sep-22

NAME	POSITION	DEPARTMENT	HIRE	RETIRE
Francine Vinette	Regular Faculty	Mathematics Undergraduate Office	1-Jan-14	1-Sep-22
Vito Lo Giudice	Director, Quantum-Nano Core Fabrication & Characterization Facility	University Research	1-Jun-08	1-Oct-22
Christine Wiedman	Regular Faculty	School of Accounting and Finance	1-Jul-06	1-Oct-22
Glenn Heppler	Regular Faculty	Systems Design Engineering	1-May-86	1-Oct-22
Gracia Murase	Microbiology Lab Technician	Biology	7-Jul-80	1-Oct-22
Dennis Cok	ACE Project Manager	Chemistry	1-Jul-16	1-Oct-22
Giselle Scanlon	CPE, Lecturer ELI	Renison University College	1-Jan-15	1-Oct-22
Laura Holtby	Project Manager	Propel – Operations prior to leave	07-Sep-04	1-Oct-22
Maria.T Sousa	Custodian II	Plant Operations	14-Feb-00	1-Oct-22
Anne Dvorachek	Secretary	Classical Studies – Modern Languages – prior to leave	12-Nov-84	1-Oct-22

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2022-2023

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*with us in spirit
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JOIN US!

University of Waterloo Retirees Association (UWRA)

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 Annual (calendar year) \$15.00

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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 **Christine Wagner, UWRA Membership Co-ordinator**, any change of address or name to **cpwagner@uwaterloo.ca** or send your correspondence to **University of Waterloo Retirees Association, University of Waterloo, 200 University Ave West, Waterloo, ON N2L 3G1**.

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

cpwagner@uwaterloo.ca



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

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

The UWRA maintains an email list of all members who would like to receive additional members-only information from time to time between issues of WATtimes. Such information might include updates on pension and benefits discussions and changes, bus tours, volunteer or part-time paid UWaterloo activities, and other timely and relevant information. **Joining this email list is entirely optional and does not affect your membership in any way nor add to the cost of membership.** It is simply intended to improve communication with members who would like more current information sent directly to them as it becomes available. This email list will not be shared with any other group or agency or used for any other purpose, and you can direct at any time that your email address be removed from this list.



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

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