

# WATtimes

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## Thriving in retirement



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football helps one widow cope**



UNIVERSITY OF  
**WATERLOO**

# WATtimes

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## UPCOMING EVENTS!

### Keep your eye on your inbox for these upcoming activities:

- › FALL LUNCHEON
- › UW CELEBRATION OF RECENT RETIREES
- › HOLIDAY PARTY

### Psst!

DID YOU MISS THE SPRING LUNCHEON IN APRIL AND THE MATTHEWS GOLF CLASSIC IN JUNE?

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

JOIN THE UWRA TODAY. SEE THE BACK PAGE.

FROM THE EDITOR

# Editor's message

After an amazing three days celebrating retired life at the national CURAC/ARUCC conference, I am delighted to present you with this issue of WATtimes. I am flying solo as editor this time. Ron Champion has become President of our Waterloo Retirees Association and his plate is very full. Congratulations, Ron!

This issue's theme maintains the conference focus on "Thriving in Retirement," for it is our goal as an association to encourage you to discover opportunities for living your best life. We begin with a recapitulation in words and photos of the mid-May conference, sharing the memories with those who attended and offering enticement to those interested in going to Montreal for next year's gathering.

Along with our regular features, including David Taylor's detailed update on pensions and benefits, we celebrate the legacy of Anne Innis Dagg and the achievements of Maurice Dusseault. In keeping with the theme of "Thriving in Retirement," you'll enjoy two additional articles of value to retirees: M. Elmasry's guide to preventing dementia and a spotlight on how one retiree overcame grief to find new life on the football field.

I hope you enjoy this issue. Please let me know if you do!  
And don't hesitate to tell me what you'd like to see in upcoming issues. ♥



JUDI JEWINSKI

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# President's message

BY VIVEK GOEL, PRESIDENT AND VICE-CHANCELLOR



This edition of WATimes explores thriving in retirement. Maintaining strong connections with your community can help retirees keep well and navigate this time in their lives. In my research, I have sought to understand the connection between life satisfaction, social supports, and health outcomes. In longitudinal studies, my colleagues and I found that social belonging and increased life satisfaction are consistently associated with better health outcomes.

For many people, our workplaces are important spaces for building social connections and finding a sense of community. Those connections can be lost after retirement, so I am grateful to the University of Waterloo Retirees Association for their work in helping retirees maintain connections with each other and to the University throughout this next stage of life.

Our community lost a trailblazer recently with the passing of Dr. Anne Innis Dagg. You can read about her phenomenal career in this issue. Dr. Dagg was an exceptional zoologist whose research on giraffes is considered some of the most important in the field to this day. Her enthusiasm for wildlife research extended throughout her life, and her work continues to inspire countless researchers at Waterloo and beyond.

Equally as inspiring is the generosity of soon-to-be retiree Maurice Dusseault. A Professor of Earth and Environmental Sciences, Dusseault continues to support students in their academic pursuits by contributing to several bursaries and scholarships. He is another example of someone driven by passion and giving back to their community.

I hope that, as retirees, you are still finding opportunities to stay curious, creative, and connected to your communities like Dr. Dagg and Dr. Dusseault.

The University of Waterloo was delighted to join the Retirees Association in welcoming delegates from the Canadian University Retirees Association of Canada Conference at the end of May. The conference explored subjects such as health and wellness, housing, recreation and leisure, finances, and safety and security. Thanks to all who participated and helped organize the event. ♥

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

VIVEK GOEL, President and Vice-Chancellor

# A message from the UWRA president

BY RON CHAMPION

## My adventure with the University of Waterloo is 51 years and counting.



My relationship with UW began in 1973, as a student in the Faculty of Science, destined for Optometry. When the labs proved too stressful – I came from a small high school where lab tech consisted of Slinkies and ripple tanks – I transferred to Economics, figuring it was also science. I took courses in every faculty except the Faculty of Health (formerly HKLS), perhaps because I thought it was too far to walk. (Ah, youthful ignorance.)

My employment with the University began in 1975 as an AV projectionist. (Remember Fed Flicks and in-class 16mm movies?) In 1977, I was among the first large cohort of tutors hired for the Writing Clinic. That's where I first met Judi Jewinski, Ed Jernigan of Systems Design Engineering, and others who would influence the rest of my life.

It was Ed who recruited me as his administrative assistant for the Shad Valley program in 1985, his first summer as Shad Waterloo program director. That one summer turned into a 15-year career with Shad at its headquarters in Waterloo. Waterloo was the first University to host the program in 1983, with Doug Wright and George Soulis among the program's early enthusiasts, and it continues to host the program. As Shad VP, I continued to work closely with UW, one of several host universities across Canada.

I left Shad and returned to the Writing Centre (no longer a "clinic" for sick writers) in early 2002. Ann Barrett, WC Manager, nudged me to proceed with an idea I had mentioned only in passing, and Guerrilla Grammar® was born. (Judi Jewinski said, "If you don't trademark the name, I will." So I did.) The idea was simple: If students can't or won't come to the WC, let's go to them. In one especially busy term, I delivered almost 200 Guerrilla Grammar presentations to classes in every faculty on campus: 5-minute presentations on essential points of grammar and punctuation, topics like "Comma baby, light my fire"; "Is that your modifier dangling?"; "Just between you and I"; and "Colon therapy." Professors and students loved the short, focused presentations, replete with audience participation, memorable examples, and an

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!

egg timer. Guerrilla Grammar expanded into one- and two-day courses that I delivered through Organizational and Human Development (OHD), Centre for Extended Learning (CEL), and the Business of Writing (co-founded with Tim Paci of the WC) until I retired in 2017.

Renison was my second (and then primary) home, 2002-2017, where I initially taught grammar and writing and then moved into international work for the final ten years or so, designing and running custom summer programs at Renison for students from China, Saudi Arabia, Thailand, Mexico, Japan, and other countries. I spent a lot of time working in southeast Asia, mostly supporting dual-degree initiatives that Science, Arts, and Environment had established with top universities across China. My longest trip was nine weeks – a mistake, I realized, when my wife submitted an offer on a new house while I was away.

In "retirement" in 2017, I immediately joined the UWRA and its Board of Directors, and I succeeded Professor David Wood as Ontario Academic Director for the Ontario-Jiangsu Student Exchange Program, a position I held until 2020 and the arrival of COVID. Waterloo was one of twenty participating Ontario universities.

If you've read this far, you'll agree that Waterloo has provided me with years of interesting, varied, and rewarding experiences on campus and around the world. In retirement, I want to continue to enjoy such experiences. And as president of your retirees' association, I want the UWRA to offer you opportunities and programming that meet your needs and interests – that help you to thrive in retirement.

I thank our outgoing president, Jim Frank, for his friendship, leadership, and wise counsel. And I want to applaud every one of your Board members for their dedication and interest in serving their fellow retirees. They and you make the UWRA. ♥

EMAIL US AT [uwra@uwaterloo.ca](mailto:uwra@uwaterloo.ca)



*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.*

# Your UWRA board of directors

Directors and officers of the University of Waterloo Retirees Association were elected at the May 2024 AGM.

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

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

NAME	POSITION
Ron Champion	President
Jim Frank	Past President
Joe Allen	Executive Secretary
David Matthews	Treasurer
David Taylor	Pension and Benefits Representative
Christine Wagner	Membership Coordinator
Rose Vogt	Website Manager Member, UW Staff Association Social Committee
Howard Armitage	Co-chair, Social Events
Jim Ashworth	Co-chair, Social Events
Sue Fraser	Co-chair, Social Events Member, UW Staff Association Social Committee
Sharon Lamont	Representative, UWRA Scholarship and Bursary Fund/Waterloo Faculty, Staff and Retirees Program
Judi Jewinski	Editor, WATtimes
Ted Bleaney	Member-at-Large
Catherine Bolger	Member-at-Large
Margaret Burnett	Member-at-Large
Trevor Grove	Member-at-Large
Lynn Judge	Member-at-Large, Honorary Member of the University Committee

# Welcome to our newest Board of Directors members!



## Ted Bleaney

[ted.bleaney@uwaterloo.ca](mailto:ted.bleaney@uwaterloo.ca)

Ted Bleaney is a UW alumnus (B.Math '83, M.MSc '21) who recently retired as an IST Project Manager. He offers the UWRA his years of experience as a UWSA representative on the Pensions & Benefits (P&B) Committee.

Ted is particularly proud of his work on the Holistic Benefit Review, which resulted in improved benefits (increased mental health coverage, removed doctor note requirements, added continuous glucose monitors, among others). He also participated in the Policy 23/59 review, which required HR to include both contract and permanent employment years for approval of retiree benefits and reduced workload to retirement requests. In addition, he pushed HR to ensure that UW retirees were told they can use OTIP/RTIP for dental and other benefits.

His goal as Member-at-Large of the UWRA is to help UWRA members by tweaking UW paid benefits and seeking helpful new partnerships.



## Catherine Bolger

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Although Catherine attended Laurier for English and then Conestoga College for journalism, she spent the second half of her working career at UW, beginning at Imprint and then moving to the UWSA. She has considerable experience supporting boards of directors and is looking forward to sitting on the other side of the table.

She and her husband have been married almost forty years and are proud of their two sons and two grandsons. Spending more time with family and friends, including her dog Miley, is Catherine's idea of "living the good life!"

Catherine is grateful for the opportunity to be part of the UWRA. Her goal as a new director is to spread the word about the benefits of staying connected to the Waterloo community, especially to staff on the cusp of retirement but also to current retirees.



## Margaret Burnett

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Margaret Burnett has been connected to the University since 1975. After completing a BSc (co-op) and MSc in Kinesiology, she worked for forty-one years in the Kinesiology Department, ultimately as its Administrative Officer. Since her retirement in March 2023, Margaret has enjoyed the transition to a different life—especially with the time to spend with a new grandson. She and her husband live in Heidelberg and enjoy all sorts of outdoor pursuits and travelling.

Margaret looks forward to sitting on the UWRA Board, learning more about the UWRA, and working to help all members "thrive in retirement."

Her commitment to her work and her colleagues was recently recognized at UW's June convocation, when she was made an Honorary Member of the University.

# CURAC 2024 conference revisited!

*Over three days in May 2024, well over one hundred participants from across Canada shared the experience of the annual CURAC/ARUCC conference, this year focusing on "Thriving in Retirement." It was Waterloo's first opportunity to host the conference, and from all accounts, it was a tremendous success.*

## Conference registration by the numbers

**97** full registrations



**10** partner/spouse registrations

**20** one-day registrations (Thursday)

**127** total (attendees, sponsors, presenters)

## Universities represented:

Alberta, British Columbia, Calgary, Carleton, Dalhousie, Guelph, Lakehead, Wilfrid Laurier, Manitoba, McGill, McMaster, Montreal, Mount Royal, New Brunswick, Ottawa, Queen's, Saskatchewan, Simon Fraser, University of Quebec in Montreal (UQAM), Victoria, Waterloo, York.

CONTINUED →

In addition to business meetings and an AGM for thirty CURAC Board members and delegates, the conference featured plenaries, breakout sessions, roundtable discussions, and lightning tables. There were ample opportunities to socialize. The conference opened Wednesday evening with a reception hosted by the Village at University Gates. Thursday evening was a formal banquet celebrating CURAC/ARUCC Tribute Award winners (see below for UWRA honorees).

The CURAC/ARUCC co-chairs, Ron Champion and Jim Frank, were delighted by the positive response confirmed by the post-conference survey completed by more than 35 per cent of attendees. 100 per cent of respondents were satisfied or very satisfied with the conference overall, with the speakers, and with the format. The same 100 per cent said they planned to recommend next year's conference, (hosted by McGill and UQAM).

If you missed this year's event, or if you want to revisit some of the presentations, check the link on the UWRA website for summaries and suggestions for further reading. The fall edition of WATtimes will continue to develop the conference's theme, which resonated with many people.

The CURAC/ARUCC Tribute Awards provide national recognition to an individual or group who has made a significant contribution to the retirement community at a local, regional, or national level. Among the honorees at this year's conference in Waterloo were two members of your UWRA: Sue Fraser and Donald Meichenbaum. As hosts of this year's conference, the UWRA was proud to receive national recognition as well!

After thirty-nine years at the University of Waterloo, **Sue Fraser** retired in 2012. Since then, she has served in many roles in the UWRA including Social Events Coordinator, Vice-President, President, Past-President, and UWRA representative on the Honorary Member of the University of Waterloo Committee.

Since its inception in 1995, Sue has co-chaired the Annual Craft Sale at the University. This event offers a venue to local artisans and crafters, many of whom are UW retirees. Each year, a percentage of sales is donated to student scholarship funds at the University of Waterloo.



**Donald Meichenbaum**, Distinguished Professor Emeritus, received a Tribute Award in recognition of his lifelong commitment to sharing expertise in managing trauma, stress, and anxiety locally, nationally, and internationally. He was the plenary speaker, via Zoom, on Friday morning at this year's conference.

Since retiring from the University of Waterloo in 1996, Dr. Meichenbaum has been instrumental in the operation of the Melissa Institute for Violence Prevention and Treatment, whose free resources have offered guidance and inspiration to generations of academics, victim service providers, and policymakers.





## Reflections from participants



“A phenomenal amount of work went into the planning and delivery of this conference. What a team!”



“Only highs! The topics fit with my own interests and advocacy for thriving in retirement. I found the participants welcoming to a first-timer like me. I felt I was with my ‘peeps.’”

“Enjoyed the opportunity to meet new people and learn about how other RAs function... Perhaps there could be sessions on governance for RAs in addition to the sharing of best practices.”



“Hard to improve on the speakers; they were excellent without being preachy. The food was very good and the event was well-organized.”



“The session with Dr. Meichenbaum was the best... the right mix of humour, personal experience, information, and seriousness.”



“I enjoyed the speakers – they were polished and engaged... Topics were relevant to seniors and retirees. The pace and timing of sessions was just right. It felt good to move around without the need to rush.”



“I was truly impressed with the professionalism, the arrangements, the sponsorships, and the friendliness of the attendees.”

“The conference represented CURAC admirably. Local participation created a great connection for delegates traveling from other communities. The theme was very appropriate and the venue – all in one place – was comfortable and supported engagement. Including the sponsors within the main room provided an excellent opportunity to talk with them.” ♥

## Conference door prize winners

Thanks to our generous donors, the number of door prizes presented a bit of a scheduling challenge! Draws for the 19 prizes had to be spread over two days instead of one.

The winners hailed from across Canada and Ontario, with solid representation of UW retirees. Congratulations to everyone!



<b>Frank Millerd</b> - WLU	UW Advancement gift basket
<b>Joe Allen</b> - UW	SOS Physiotherapy gift basket
<b>Fred Fletcher</b> - York	Hoover maple syrup
<b>Shirley Irish</b> - UW	Canadian Tire \$100 gift card
<b>Janet Sealey</b> - Manitoba	Canadian Tire \$100 gift card
<b>Nora Gaskin</b> - McMaster	Dana Shortt gift card
<b>Linda Morriss</b> - Kitchener	GSC hoodie and golf balls
<b>David Holmes</b> - Carleton	W Store UW Innovation book and diary
<b>Sandra Hirst</b> - Calgary	belairdirect safety backpack
<b>Linda Schott</b> - Waterloo	UW Advancement gift basket
<b>Christine Tauer Martin</b> - UW	SOS Physiotherapy gift basket
<b>Lowell Ewert</b> - UW	Hoover maple syrup
<b>Maggie Heeney</b> - UW	Whisky book and Macaloney Distillery tasting pack
<b>John Lennox</b> - York	St. Jacobs Tasting House gift basket
<b>Kent Percival</b> - Guelph	W Store UW Innovation book and diary
<b>Ian Fraser</b> - UW	W Store UW Innovation book and diary
<b>Susan Holmes</b> - Dalhousie	belairdirect power outage kit
<b>Jean Andrey</b> - UW	Collette \$750 travel voucher
<b>Miriam Heynen</b> - UW	RTOERO Apple AirPods



# Anne Innis Dagg, the woman who loved giraffes

BY BRANDON SWEET

*This article originally appeared in the April 5 issue of the Daily Bulletin.*

Retired professor Anne Innis Dagg passed away on Monday, April 1 at the age of 91.

She was the first western scientist to study giraffe behaviour in the wild in South Africa and was a tireless advocate for gender equality in academia. Her remarkable record includes seminal contributions to the fields of animal biology, behaviour, and sociobiology, as well as tireless advocacy and analyses of misogyny and gender bias in academia.

Anne Christine Innis Dagg was born in 1933 to Harold Innis, the famous political economist and media theorist at the University of Toronto, and Mary Quayle Innis, author and economic historian. She completed an Honours Biology B.A. in 1955 and an M.A. in Genetics in 1956 at the University of Toronto.

In 1956, at the age of 23, she made a solo journey to South Africa to become the first western scientist to study animal behaviour in the wild

on that continent, four years before Jane Goodall became famous for her work with chimpanzees and seven years before Dianne Fossey ventured into the mist-shrouded world of mountain gorillas.

Anne published her observations of giraffes in the journal *Proceedings of the Zoological Society of London*. “‘The Behaviour of the Giraffe, *Giraffa Camelopardalis*, in the Eastern Transvaal’ (1958) was the first scientific article about an African mammal ever published,” states a 2019 profile published by Waterloo’s Faculty of Science.

She worked as a part-time lecturer at Waterloo Lutheran University (now Wilfrid Laurier University) in anatomy and physiology from 1962 to 1965, and then as an anatomy demonstrator at the University of Waterloo in 1966. In 1967, she earned her PhD in animal behaviour from the University of Waterloo.

She taught zoology at the University of Guelph for four years as an assistant professor until 1972. She took on a research assistant professorship at Waterloo soon after, a position that, while making her eligible for national grants, did not come with a salary. While she continued her research in animal biology and behaviour, she also became an advocate for women’s equality, highlighting the sexism and gender bias in academia that, in her view, had unfairly curtailed her own professional career.

In 1981 she was hired as a resource person for Waterloo’s Integrated Studies program, which had launched in 1969 as an open-ended, self-directed, often interdisciplinary alternative to a conventional degree path. Dr. Dagg became its academic director in 1986 after the program was renamed Independent Studies. “Independent

Studies is a program that has any amount of possibilities,” Dr. Dagg said at the time of her appointment. “The sky’s the limit.” After her appointment as director ended in 1989, Dr. Dagg continued to work in Independent Studies as Senior Academic Advisor for more than 25 years. (The Independent Studies program was formally wound down in 2016.)

In 2016, Dr. Dagg joined the Women’s Studies (now Gender and Social Justice) program as an adjunct professor. She was part of the Caravan of University Feminists, which was formed in 1990 to address the issue of sexism in Canadian universities, and presented a report to the Commission of Inquiry on Canadian University Education. She was also a member of the K-W Status of Women organization.

Dr. Dagg published both scientific and popular works. Among her publications were the seminal textbooks *The Giraffe: Its Biology, Behavior, and Ecology* and *Camel Quest: Research on the Saharan Camel*, written in 1979 and based on her research trips to study camel behaviour in Mauritania in the early ’70s. She also published *The 50 Per Cent Solution: Why Should Women Pay for Men’s Culture* in 1986, and in 1988 co-authored *MisEducation, Women and Canadian Universities* with undergraduate student Patricia Thompson. In 2007, she published the memoir *Pursuing Giraffe – A 1950s Adventure*.

Dr. Dagg became a fellow of the Zoological Society of Ontario in 1967, and was named one of eight top living female biologists in Canada for the National Museums of Canada’s “Why? Why Not? Exhibit” in 1975. She received the Batke Human Rights Award from K-W Status of Women in 1984. She was granted the Women of Influence Award by the Zonta Club in 2018. She received an honorary doctorate from the University of Waterloo in the fall of 2019 in recognition of her distinguished career in the fields of animal biology, behaviour, and social biology.

Dr. Dagg was named a Member of the Order of Canada in 2019. She received awards for her career contributions from several scientific societies and conservation groups, and was made an Honorary Member of the Canadian Society of Zoologists and an Honorary Lifetime Member of the Canadian Society for Ecology and Evolution. In 2022, she was recognized as one of Canada’s Most Powerful Women in the Women of Courage category by the Women Executive Network (WXN).

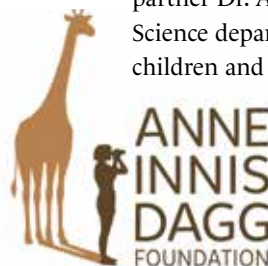
Widespread recognition of the importance of her work came later in life. Her solo overseas research adventures were recounted in the 2011 CBC Radio’s Ideas program



*Wild Journey: The Anne Innis Story*, and the 2018 documentary *The Woman Who Loves Giraffes*.

In November 2022, Waterloo’s Faculty of Science hosted Dr. Dagg for a conversation entitled *Gender Discrimination in Academia Past to Present*, which included a special exhibit in the Science Teaching Complex that highlighted her life and career: *Musings of a Scientist, Feminist, Activist*. The exhibit featured a selection of her poems and writings on women and science, as well as a collection of artifacts associated with her career as a wildlife biologist and citizen scientist.

She was predeceased by her spouse Dr. Ian Dagg, a member of Waterloo’s Physics department from 1959 until his death in 1993, and by long-time partner Dr. Alan Cairns of Waterloo’s Political Science department. She is survived by three children and a grandson.



In accordance with her wishes, donations can be made in her memory to the Anne Innis Dagg Foundation [anneinnisdaggfoundation.org](http://anneinnisdaggfoundation.org). 🇺🇸

# Oil rig worker turned Earth Sciences prof launches scholarships for students in need

BY FRAM DINSHAW *This article was originally published in Waterloo News on March 19, 2024.*



*As a young and ambitious oil rig worker, Maurice Dusseault was a university dropout who got his hands dirty on a northern Albertan rig drilling holes thousands of feet into the earth in search of the precious commodity.*

After meeting his wife-to-be (Betty), Dusseault returned to school at her urging, enrolling in the University of Alberta's engineering program. There, his instructor allowed him to take some classes in geology instead of the usual engineering courses. He went on to complete his PhD, focusing on the geological and engineering behaviour of the Athabasca Oil Sands.

Dusseault then completed a five-year professorship at the University and turned down a lucrative job offer during the Alberta oil boom. "My wife asked, 'Would you be happier?' It was a simple but probing question, and because I couldn't answer yes, I didn't accept the offer. Then I got a call out of the blue from the University of Waterloo, and I've been here ever since."

Dusseault is a professor of Earth and Environmental Sciences who has not only established awards but also contributed to several others, partially inspired by his own hardscrabble beginnings. The Dusseault Bursary in Geology supports students in need from the faculties of Science and Engineering.

With four decades of teaching, running three active companies, and some lucrative patents under his belt, Dusseault feels that supporting the next generation of geologists and engineers – especially those facing challenging circumstances – is vital. Skyrocketing rental prices and other high costs of living can negatively impact students as they worry about how to pay for their education. "Excellence deserves to be rewarded, and that's why need and merit are the main criteria for these awards," he added.

Dusseault first started giving back to the UW community in 1988, supporting both University-wide initiatives and programs specific to his faculty. Recently, he contributed to the Andre Vorauer Memorial Award for students enrolled in an Earth Sciences or Geological Engineering program. Dusseault also supports the Danny Lam Memorial Scholarship, awarded to students interested in climate change and sustainable energy.

After 42 years of service at UWaterloo, Dusseault is retiring later this year. His hope for students receiving his bursary is “success in their program.” He added that UW does “a particularly fabulous job” of training the technically orientated people Canada needs

to manage and engineer major construction, transportation, and mining projects.

“My prosperity was built in large part on the activities I’ve taken part in at UW. Giving some of that back to support students is important. I’ve had students in financial distress, like a single mom who couldn’t afford tuition, but sometimes we can find a way,” said Dusseault.

He offers the following advice to other faculty, staff, and retiree (FSR) donors: “If your giving is focused on achieving the outcomes that you personally feel are important, then do so. For example, if you want to support an undergrad student working in Environmental Engineering, then aim your gift at that department. We all benefited from an excellent system at UW, and that privilege should be carefully nurtured.” ♥

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# Pension and benefits update

BY DAVID TAYLOR

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

Since my last update, a new member has joined P&B to represent OPSEU, the union for the UW Special Constable Service. In its most recent meetings, P&B has dealt with issues related to the pension plan and a few related to benefits, primarily our interaction with GreenShield.

## Pension indexing

Inflation in 2023 was below 5 per cent, so indexing as specified in the pension plan was automatic, amounting to 3.90 per cent for pension earned prior to 2014 and 2.93 per cent for pension earned later. Given the current financial state of the University, the decision was not to catch up on the indexing “missed” last year, amounting to 1.8 per cent for pension earned prior to 2014 and 0.1 per cent for pension earned later. The obligation remains to make up this “missing” indexing, and the actuarial valuations described below include the assumption that it will occur shortly.

## Current state of the pension plan

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

Since my last update, P&B has received “dashboard” updates from the actuaries for the third and fourth quarters of 2023 and a preliminary full actuarial valuation for the end of 2023. Unfavourable market conditions at the end of September resulted in a going-concern deficit, but that was more than made up in the next quarter. The year-end full actuarial evaluation used updated assumptions, notably on interest rates. For year-end 2023, this had a negative effect, moving the going-concern valuation from a small surplus to a small deficit. The new assumptions will be used for future quarterly updates, so it is probably best to focus on the full actuarial evaluation rather than the last quarterly evaluation.

At the end of 2023, the pension plan had assets valued at \$2.416B and a deficit, on a going-concern basis, of \$89M, for a funded ratio of 96.3 per cent. While not as good as being fully funded, this is not a cause for concern. On a solvency basis, there was a surplus of \$193M, for a funded ratio of 108.7 per cent. The pension plan achieved full funding on a solvency basis at the end of 2021 and has been fully funded since then (keeping in mind that this is a rather artificial valuation).

## Becoming better informed about UPP

P&B has been gathering information about the University Pension Plan (UPP), which Ontario universities are being encouraged to join. The following integrates a few new recent pieces of information.

When any university joins UPP, all pension benefit earned prior to that time is to be paid according to the university plan, so (in principle) there will be no effect on current retirees. One UW concern is that in case of serious difficulty, our present plan has a much better guarantee. If the University were to shut down our plan when it is in a deficit position, the University would be obliged to make up the deficit. No such guarantee exists for a Jointly Sponsored Plan such as UPP. There are also concerns about the governance structure, which may not be adapting well as additional universities join UPP. It also fits better with universities in which all non-faculty employees are unionized, and it currently has no role for retirees.

The structure of UPP is in many respects like that of the UW pension plan, in terms of both contributions and pension payment, with a lot of differences in detail. In general, it has somewhat higher contribution rates and correspondingly higher pension payments, with these differences more substantial at lower salaries. One way in which the UW plan is more generous is higher pensions for those who retire early, in many but not all cases. Pension indexing is also the same as at present for the UW plan, i.e., 75 per cent of inflation. However, in years of high inflation there is no guarantee of what will happen or whether “missed” indexing will be made up later. There is also

an untested claim that with more assets in the plan, it will be possible for UPP to achieve higher returns on assets than individual universities could.

We are not at all close to deciding whether UW should join UPP, and there are clearly concerns on the part of some P&B members, including the chair, about the provincial plan. If a proposal is made for UW to join UPP, retirees will need to be informed, and if enough object, the proposal will not go forward.

## Extended-health plan

P&B continues to monitor the service being provided by GreenShield as our extended-health carrier. Some problems have been resolved, but others continue, notably with respect to off-label prescriptions and pharmaceutical compounding. The issue with off-label prescriptions is probably not solvable as long as GreenShield is our carrier. With respect to pharmaceutical compounding, as I have reported before, P&B was promised a new policy but GreenShield has now missed its own deadline. We have no new information. Unfortunately, this is not the first time GreenShield has failed to meet a deadline.

By this point in the year, P&B should have examined current benefits coverage and likely proposed changes to the Board of Governors. Regrettably, with salary settlements greatly delayed this year, possible changes in benefits are also on hold.

Many individuals have reported problems with the GreenShield call centre, in particular very long wait times. This concern has been conveyed to GreenShield, and we were informed that they were increasing the number of staff. Not long afterwards, the call-centre staff went on strike for seven weeks. It is unclear whether there are lingering after-effects; P&B and HR will continue to monitor the situation.

It bears repeating that if there are problems with GreenShield, the first recourse is to discuss them with the company itself. If satisfaction is not achieved, the solution is to contact UW HR. Even if HR cannot help, it is important that they know of the negative experiences of plan members. 🍷

# Can we prevent dementia?



## 40 lifestyle self-assessments for the over-40s

BY MOHAMED ELMASRY, PhD

I am now an octogenarian.

In talking with my 80-something friends, we all agree that it would be far more dignified to die in a few moments from a massive heart attack or stroke than to languish in dementia for months or years in a nursing home.

Simply put, the prospect of dementia is scary. I often have a nightmare in which my neighbours discover me one evening running around naked, chasing squirrels in my backyard – or worse still, on a street somewhere across town where I might be captured by a local news videographer!

By 2050, 153 million people worldwide are expected to be living with dementia; that's nearly three times the 57 million recorded in 2019. The increase is not only due to an aging population – more importantly, it reflects an international rise in negative, but controllable, lifestyle factors such as obesity, elevated blood sugar and cholesterol, social isolation, and stress.

Often mentioned along with dementia is Alzheimer's disease, which currently affects 1 in 9 Americans aged 65 and older, or about 6.7 million people. In Canada, there are an estimated 500,000 Alzheimer's sufferers.

In medicine, the term “dementia” describes a progressive decline in memory and cognition that interferes with one's overall quality of life. Although mainly associated with those over 60, research shows that we should be creating a dementia-detering lifestyle while still in our 40s, or even earlier.

Common signs of dementia's onset include an increasing inability to recall names or identities, difficulty in identifying where you are, or becoming unable to complete multi-step tasks. Dementia can grow severe enough that independent living is no longer possible.

Contrary to what many believe, dementia is not a disease in itself, but rather a cluster of neurological symptoms associated with aging. It can point to an underlying cause such as Alzheimer's, which is an actual brain disease.

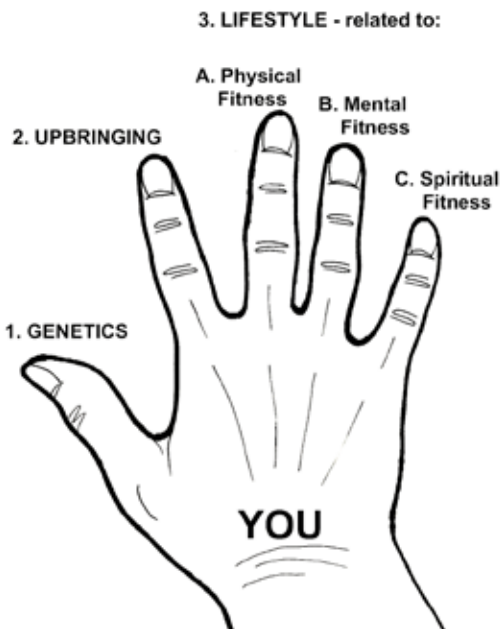
Our memories are fully integrated with the brain's information processing systems, which means that brain health is of vital concern.

Three factors affect our brain health and, ultimately, our longevity – genetic makeup, childhood environment, and lifestyle. The first two, often twinned as “nature and nurture,” are largely out of our control. But the third factor, how we choose to live, is very much controllable.

Lifestyle includes all the ways in which we can intentionally affect our health – physically, mentally, and spiritually.

Once barely considered relevant, lifestyle medicine is now a growing branch of the medical and scientific professions devoted to increasing our understanding of the changes necessary in order to live longer and healthier lives (see *Lifestyle Medicine: Lifestyle, the Environment and Preventive Medicine in Health and Disease*, 3rd ed., Garry Egger et al, eds. Academic Press, 2017).

Is your current lifestyle working to prevent or greatly reduce the impact of dementia in your senior years?



## 40 lifestyle factors

Try this self-assessment test, which covers 40 physical, mental, and spiritual lifestyle factors (some will overlap, but these three categories were used for convenience).

Each factor and its relationship to dementia is backed by multiple evidence-based research studies. Due to space restraints, they cannot be separately listed here, but *Lifestyle Medicine* cites some 1,000 references.

For a compact overview of current knowledge about dementia, I highly recommend *Dementia: A Very Short Introduction* by Dr. Kathleen Taylor (Oxford University Press, 2020).

For each item, rate yourself from 1 to 5, where 1 means Unsatisfactory and 5 is Highly Satisfactory.

Every time you rate yourself below 3, note those items as areas to learn more about and work on. Don't be discouraged; it's never too late to change things for the better.

If you score 3 or above on each one, congratulations! Keep up those good habits. They show that you're at a low risk for dementia.



## Still not sure?

Remember, timeliness is the key. You don't need to wait for more evidence-based studies proving the link between lifestyle and dementia prevention. You could easily wait too long, and it doesn't cost anything to do this easy self-assessment.

Finding and focusing on areas where you can improve your own habits can do far more good than looking for more new drugs to treat both dementia and Alzheimer's. By starting good habits now, you may never need medication!

Every improvement or addition you make from these 40 lifestyle factors will positively impact your general well-being, and you will enjoy life much more. Happy testing!



## Physical

1. Following healthy nutrition and eating habits
2. Daily water intake (hydration)
3. Food supplements/vitamins as needed
4. Weight management
5. Maintaining dental health
6. Moderating caffeine intake
7. Not smoking, vaping, or taking recreational drugs
8. Avoiding alcohol
9. Managing cholesterol levels
10. Managing blood pressure
11. Managing blood sugar
12. Managing arthritis and joint health
13. Tracking constipation and urinary incontinence
14. Quality of sleep and mid-day napping
15. Personal hygiene, grooming, and dress
16. Hearing health and quality
17. Optical health and quality
18. Regular daily exercise
19. Quality of city air and noise

## Mental

20. Managing stress
21. Managing depression
22. Managing anxiety
23. Having a sense of humour
24. Regular hobbies
25. Travel to places, near or far
26. Regular reading
27. Intimacy with your life-partner, if applicable

28. Spending time with friends
29. Quality of your work/retirement environment
30. Daily small achievements like watering plants, gardening, etc.

## Spiritual

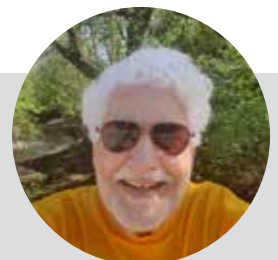
31. Daily prayer or meditation
32. Doing regular charity, public good, or acts of kindness
33. Fasting according to your faith
34. Reflecting on and recognizing your self-worth
35. Connecting with nature and creation
36. Listening to music for relaxation and reflection
37. Appreciating and engaging with family life
38. Socializing and being supportive of others
39. Engaging with all your five senses every day
40. Aging gracefully and confidently; wisdom really does grow with years!

## Make an action plan

1. All 40 lifestyle factors are important, so start wherever you can.
2. Try to choose factors where you're most at risk and ready for change.
3. Challenge yourself, but be realistic: change is hard. Begin with one or two items, then move on to add more. You will be surprised at how much you can achieve one step at a time.

Thank you for reading – and thank yourself for investing in a healthier future! ♥

*Dr. Mohamed Elmasry, FRSC, FIEEE, FCAE, FEIC is Professor Emeritus of Computer Engineering at the University of Waterloo. Among many career publications, he is the author of iMind: Artificial and Real Intelligence (Routledge, 2024) and Spiritual Fitness for Life (Pandora, 2004). He is a world expert in microchip systems and Artificial Neural Networks (ANNs).*



# Sudoku

BY ROSE VOGT

**How to play:** Fill the 9x9 grid with digits so that each column, each row and each of the nine 3x3 subgrids contains all of the digits from 1 to 9. Enjoy!

Visit the UWRA website for the solution.

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

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

# Waterloo word search

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

BY JUDI JEWINSKI

## CURAC/ARUCC MEMBERS

Once you have found the hidden CURAC/ARUCC members listed below, the leftover letters can be rearranged to spell out the name of the association hosting this year's conference.

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

**ABPPRUM** Association des bibliothécaires, professeures et professeurs retraités de l'Université de Moncton

**APRUM** Association des professeures et professeurs retraités de l'Université de Montréal

**APRUO** Association of Professors Retired from the University of Ottawa Association des professeurs retraités de l'Université d'Ottawa

**APR-UQAM** Association des professeures et professeurs retraités de l'UQAM

**ARAS** Association of Retired Academic Staff: University of Alberta

**ARDP** Association of Dalhousie Retirees and Pensioners

**ARUPEIE** Association of Retired UPEI Employees

**BURA** Brock University Retirees Association

**CPPR** Association of BC College Pension Plan Retirees

**CURA** Carleton University Retirees Association

**KPURA** Kwantlen Polytechnic University Retirees Association

**LCAR** Langara College Association of Retirees

**MUNPA** Memorial University of Newfoundland Pensioners Association

**RALU** Retirees' Association of Lakehead University

**RAQ** Retirees' Association of Queen's University

**SENIOR** Senior College of the University of Toronto

**SFURA** Simon Fraser University Retirees Association

**SMURA** St. Mary's University Retirees' Association

**UBCEC** University of British Columbia Emeritus College

**UGRA** University of Guelph Retirees' Association

**ULRASA** University of Lethbridge Retired Academic Staff Association

**UMRA** University of Manitoba Retirees Association

**URAAPA** University of Regina Academic and Administrative Pensioners Association

**USRA** University of Saskatchewan Retirees Association

**WURA** Windsor University Retirees Association

**YUARFL** Association of Retired Faculty and Librarians of York University

**YURA** York University Retirees' Association



# Rick Hansen awarded Honorary Doctor of Laws at 128<sup>th</sup> UW convocation

BY JIM FRANK

*Hansen has had a long-time passion for sport and physical activity. He is the first person with a physical disability to earn a degree in physical education, awarded by UBC (1986). He is a three-time world wheelchair-racing champion, nine-time Pan Am gold medalist, and six-time Paralympic medalist. Hansen is the founder of the Rick Hansen Foundation, which is dedicated to creating a world without barriers. We all benefit from the spirit and work of Rick Hansen and the Rick Hansen Foundation. The UWRA is proud to welcome Rick Hansen to the University of Waterloo community.*

Graduates of the Faculty of Health were joined this year by an incredibly special guest, the Man in Motion, Rick Hansen. Rick Hansen was awarded an Honorary Doctor of Laws, at the University of Waterloo's 128th convocation on June 11. Over 500 graduates listened to an inspiring convocation address that focused on resilience, hope, gratitude, purpose, and societal inclusiveness.

The evening before convocation, Rick Hansen delivered the Faculty of Health Hallman Lecture to an audience of about 300. He shared his story of losing the use of his legs due to a spinal cord injury at the age of 15. He recounted his determination to find purpose in life through sport, education, and serving the greater good. Hansen is best known for his 1985 epic "Man in Motion World Tour," in which he wheeled 40,000 km through 34 countries to raise awareness for the potential of people with disabilities, promote inclusivity, and raise funds for spinal cord research. ♥

# Etc.

## CURAC/ ARUCC benefits

Did you know that members of the UWRA are also members of CURAC/ARUCC? The advantages of belonging to a nationally recognized association include Home/Car & Medoc travel insurance and a scholarship program that is open to children and grandchildren of CURAC members. Check the UWRA website for additional information, and take a look at the other benefits and discounts available to you as a member of the UWRA. Not a member? See the back page of this issue for information.

## Introducing the Sheila Ager Scholarship

Many University of Waterloo retirees will know Dr. Sheila Ager, who joined the department of Classical Studies in the Faculty of Arts in 1987. A popular professor, Sheila is highly respected by her colleagues and has made many friends across campus.

Over the years, Sheila made important contributions that extend well beyond the Faculty of Arts. During her tenure as Dean of Arts (July 1, 2019 to June 30, 2024), Sheila's altruism, courage, and steadfast leadership led the Faculty through the pandemic. She spearheaded the development of the Faculty of Arts Strategic Plan (2023-2030) to build connection through interdisciplinarity, effect positive social impact, and foster student agency.

Throughout her career, Sheila's dedication to student success has been a top priority. That's why a scholarship is being established to honour her deanship and years of dedicated service. The Sheila Ager Scholarship is a fitting legacy.

If you would like to donate, please email [mmattes@uwaterloo.ca](mailto:mmattes@uwaterloo.ca). ♥

## WatCards for retirees



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

## 4Repair dates

*An update from Murray Zink, UWaterloo retiree and founder of 4Repair.*



Repair workshops take place on campus in E7-1401 from 4:30 to 6:30 p.m. Ahead of each event free tickets are available through [4RepairKW.EventBrite.ca](https://www.eventbrite.ca).

The last date for this term was July 31. For the fall term, 4RepairKW events will take place on September 25, October 30, and November 27. For all events, details are posted on EventBrite and on the #4RepairKW page on Instagram.

A second activity is for DIY repairs and projects. Access to tools and supplies for do-it-yourself repairs and projects takes place weekly under the descriptor "UW Repair Hub." Waterloo community members, including retirees, can come to the E7 workspace weekday afternoons to work on things. The hours vary from term to term and are posted on Instagram under #UWRepairHub.

# Congratulations

## to retired faculty members named Distinguished Professor Emeritus/ Emerita at UW's June convocation

BY BRANDON SWEET

*This piece was adapted from a Daily Bulletin article published June 10, 2024.*

*The designation of Distinguished Professor Emeritus/Emerita is granted for the lifetime of a faculty member who has had a distinguished record of service in teaching and research at the University.*



### Dr. Rhona Hanning

joined the School of Public Health Sciences in 2000. She became a Full Professor in 2013, serving as the Associate Dean for Graduate Studies (2015-2020) for the Faculty of Health. Dr. Hanning is recognized for her pioneering work and significant impact in community-based participatory food and nutrition research with Indigenous communities, food and nutrition policy, and program evaluation and dietary assessment.



### Dr. Ron McCarville

joined the Department of Recreation and Leisure Studies in 1989. He served as Associate Chair, Graduate Studies (2005 – 2007) for his department and Associate Dean, Undergraduate Studies (2007-2016) for the Faculty of Health. Professor McCarville is a widely recognized scholar in leisure marketing and the field's foremost authority on strategic pricing in the provision of leisure services.



### Dr. J. Ian Munro

joined what is now the David R. Cheriton School of Computer Science in 1971 and was promoted to University Professor in 2006. He was Canada Research Chair in Algorithm Design from 2001 to 2022 and was a member of the Board for the Faculty of Mathematics Centre for Education in Mathematics and Computing from 1995 to 2015. His work on data structures and algorithms has impacted generations of scientists and scholars.



## Dr. Colin MacLeod



a Fellow of the Royal Society of Canada, joined the Department of Psychology in 2003 following a 25-year career at the University of Toronto. He served as Chair of the Department of Psychology (2012-2019). Recognized worldwide as an expert on attention, learning, and memory, he served as editor-in-chief of two major journals: the *Canadian Journal of Experimental Psychology* and the international journal, *Memory & Cognition*.

## Dr. Patricia O'Brien



joined Waterloo's School of Accounting and Finance as a full Professor in 2000, serving as Associate Director of Research (2002 – 2011) and as PhD Program Director (2017 – 2020). She is best known for her research on financial analytics, a field in which she was a pioneer in the 1980s. With over 11,000 citations, Dr. O'Brien is one of the most highly reputed accounting scholars in Canadian academia.



## Dr. Alan Webb

became a Chartered Accountant in Nova Scotia in 1987 and joined what is now the School of Accounting and Finance (SAF) in 2000. He held the Deloitte Professorship in SAF (2015-2023) and is the founding Director of the CPA Ontario Centre for Performance Management Research (2017-2023). Dr. Webb is best known for his research on evaluating and motivating employee performance.

## Dr. Christine Wiedman



joined the School of Accounting and Finance (SAF) in 2006, acting as SAF PhD Program Director from 2007 to 2010. Dr. Wiedman's main areas of research include financial reporting and governance issues. Promoted to Full Professor in 2011, she held the KPMG Professorship from 2009 to 2021 and was the co-ordinator for the faculty mentoring program from 2011 to 2018.



## Dr. Neil Thomson

joined the Department of Civil and Environmental Engineering in 1987 and served as Associate Chair, Graduate Studies Department Chair from 2008 to 2016. Professor Thomson has a global reputation in research on soil and groundwater remediation, including emerging technologies, high resolution monitoring, and comprehensive pilot-scale studies.



# Overcoming despair: how football helps one widow cope

BY ED JEWINSKI

*When the phone rang on August 10, 2015, Mary Ann Vaughan expected it was her husband calling from Seattle, where he was attending an annual conference with his daughter. Instead, it was her daughter, Jennifer with terrible news: David, a professor of Mathematics at Wilfrid Laurier, had suddenly and inexplicably died in his room. For Mary Ann, this call was the beginning of a deep depression that would last more than three years. Family, friends, supporters were always there, of course, but that couldn't bring David back.*

Mary Ann, herself a UW Economics professor, saw no way out, no relief. Family members made every effort to help. Jennifer suggested she move to Winnipeg to be nearby. Her mother, brother, and sister suggested Welland, her hometown. But a move to either location would force Mary Ann to leave the house she and David shared. Grief and her love for her husband made such a change impossible.



Through it all, she stumbled on, never having imagined experiencing such a loss and such enduring sadness. Things, finally, took a turn for the better. Strangely enough, it was an invitation to a gala in support of Varsity Football that brought her back to something she and David had always shared – a passion for sports. Mary Ann was a fan of all University of Waterloo teams, but she was a devoted fan, as well as a donor, to men's hockey. A silent auction at the gala offered the prize of "Head Coach for the Day" of the Warriors Football Team. Intrigued, Mary Ann made a serious bid – and won. The prize was to be the Head Coach for any home game. She chose a game between Waterloo and McMaster which, coincidentally, was also a special UW Donor game.



Mary Ann's involvement turned out to be, excuse the reference, a true game-changer. First, she met the actual Head Coach, Chris Bertoia, who was generous with his time and wonderfully supportive. He guided her through the day as she gave a pep talk to the team and ran with them onto the field. The coach recalls, "Mary Ann made an impactful introduction with our football program with an articulate and outstanding message to our players in her inaugural speech to the team. I knew at that moment she would be an outstanding addition to our football program and coaching staff."



Most of us at Waterloo know of our sports teams, often attend games and events, but know little about the culture and life of our varsity athletes. As Mary Ann discovered, these are young men and women who

commit an enormous amount of time to more than just being on the ice or on the field. Mary Ann quickly grew to have great respect for their commitment to their responsibilities, both academic and athletic. She admires how they study, organize their time, balance practice with regular games and academic classes, the goal being success at all levels. They maintain their grades, not just because they want to stay eligible to play, but because they want to succeed in everything they do. It is a fact that Waterloo has the highest number of academic all-Canadians across the universities.

Upon her retirement from her professorship in 2019, Mary Ann officially became the "Special Assistant to the Head Coach and Team," as her business card and web profile confirm. She proudly proclaims that it is "much better than therapy!" Her involvement is year round: in addition to the regular season, she participates in recruiting activities from January to March and attends training camp in August. She

helps the team by working with the families of players, introducing them to the University's academic and athletic culture. In addition, she conducts campus tours, shepherding families around the campus to give parents an idea of what Waterloo offers their children. In January 2024 alone, she greeted more than forty parents



and players. Game days she hosts visiting families. She fundamentally spreads goodwill and offers parents the reassurance that joining the Waterloo family is a good decision.

Mary Ann deeply regrets that the Covid-19 years affected the sports season: the 2019/20 season was cancelled, and the 2020/21 season was drastically shortened. Like everyone, she felt locked in, deprived of what had helped her overcome crippling grief. But through it all, she believed that things would restore themselves and that she would inevitably return to her new life with "these amazing and affectionate young men who have been a life saver. They continue to be an amazing chapter in my life." The feeling is mutual. Coach Bertoia has the last word: "Mary Ann's selfless dedication to our Student-Athletes places her in a league of her own. Her knowledge of the University, her intellect, her passion and compassion for everyone involved with Warrior football is immeasurable. She has a coaching contract with Waterloo Warriors Football as long as I'm the Head Coach."

Mary Ann Vaughan is a role model for all of us challenged by adversity. Beyond the terrible sudden loss of her soulmate, she has found a new purpose in life post-retirement, something that makes a huge difference to more than a hundred young people each year. And their coach! 🍷



# IT DOESN'T HAVE TO BE EITHER OR

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AND the causes you care most about, while maximizing tax incentives.**

To find out how you can include Waterloo in your estate plans,  
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[plannedgiving@uwaterloo.ca](mailto:plannedgiving@uwaterloo.ca)

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

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



# Passings

## Ian MacNaughton

*An excerpt from an article in Waterloo News, October 10, 2023.*



The University of Waterloo is remembering Ian MacNaughton (BA '68, MA '71), a remarkable force in Ontario's urban planning sector, after his death on Saturday, October 7, 2023.

To honour his rich legacy, the University of Waterloo, which awarded MacNaughton its 50th Anniversary Alumni Award in 2007, is inaugurating an award in his name, the Ian MacNaughton Memorial Award, and naming a space in his honor. With this award and space naming, MacNaughton will continue the impact he made in life by inspiring and supporting future environment students.

A lot of people dream of making the world around them a better place. MacNaughton is a rare individual who managed to make that dream happen. In fact, it was from an early age, exactly what he'd planned.

In the four-plus decades after he became one of the first three students to graduate from the University of Waterloo's nascent school of urban and regional planning, he proved it time and again. Thanks to MacNaughton's professional and voluntary work, communities across southern Ontario work better, the province's natural environment is better guarded, and economic growth is more sustainable today.

The tiny company he started with a handful of staff was a seed that blossomed into one of Ontario's most successful private planning firms, MHBC Planning. Today, MHBC employs 130 people in Kitchener, Toronto, Burlington, Barrie, and London. MacNaughton and his company helped manage decades of unprecedented growth in Ontario by promoting responsible development that aimed to reconcile economic, environmental and social needs.

## Dr. Brian Schram

*The Daily Bulletin, November 29, 2023.*

Flags on the University campus were lowered in memory of Dr. Brian Schram, special sessional faculty member in the Sociology and Legal Studies department in the Faculty of Arts, who died on Saturday, November 25 at the age of 35.

Dr. Schram was a Waterloo alumnus who received a Bachelor's and Master's degree in Anthropology and obtained a PhD in Sociology and Legal Studies in the spring of 2023. His dissertation research explored the intersection between surveillance and new media, specifically how software has come to structure identity politics and activism both online and off. In September 2023 he was appointed Special Sessional Faculty member in Sociology and Legal Studies.

Dr. Schram was the recipient of an Ontario Graduate Scholarship, a Social Sciences and Humanities Research Council Grant, the Iris Yuzdepski Memorial Graduate Award, the Arts Senate Research Grant, and the President's Graduate Scholarship.

## Distinguished Professor Emeritus Jon W. Mark

*Faculty of Engineering News, Monday, December 11, 2023.*



Dr. Jon W. Mark, a prominent researcher and influential mentor who played a leading role in building the Department of Electrical and Computer Engineering (ECE), died on December 7, 2023.

Mark joined Waterloo in 1970 and officially retired in 2001,

although he remained an active presence in the department as a Distinguished Professor Emeritus. As a fixture in the Faculty of Engineering for over 40 years, Mark trained, supported, and influenced thousands of students and colleagues. From 1984 to 1990, he took on a leadership role as Department Chair. During his tenure, the Computer Engineering program was established and this transition was reflected in the department name, which changed to Electrical and Computer Engineering under Mark's guidance.

As a researcher, Mark's work focused on wireless communications and interdomain networking. In 2000, he received the Canadian Award in Telecommunications Research for significant research contributions, scholarship, and leadership in the fields of computer communication networks and wireless communications. At Waterloo, he was the Director of the Centre for Wireless Communications, which he established with the goal of developing a world-class telecommunications research facility.

In acknowledgement of his accomplishments, Mark was awarded a life fellowship by the Institute of Electrical and Electronics Engineers. He was also a fellow of the Canadian Academy of Engineering. Amongst numerous other accolades, in 2000 Mark received the Award of Merit from the Education Foundation of the Association of Chinese Canadian Professionals. This award was a recognition of the important role he played in supporting a new generation of Chinese Canadian engineers. Sanqi Li (PhD '85), a former student who moved to Waterloo from China in 1980,

reflected on how Mark "always patiently guided me and encouraged me through ... life-changing moments."

This legacy of mentorship and care is exemplified by the Jon W. Mark Graduate Scholarship in Communication. This annual award provides \$3,000 to full-time graduate students in the ECE, continuing a tradition of conscientious support for young researchers within the department.

Through teaching, research, and academic leadership, Jon W. Mark had a profound influence on the development of Waterloo Engineering and the careers of many leading researchers and entrepreneurs. His impact as a mentor is perhaps best represented in the words of one of his graduate students, George Freeman (PhD '84): "So, how to summarize Jon's early influence on me? Perhaps the following: Excellence is a choice. The choice may lead to hard work. The result is its own best recognition."

## Lorraine Nesbitt

*The Daily Bulletin, January 18, 2024*



In early December, family, colleagues, and friends gathered to celebrate the life of Lorraine Nesbitt. Lorraine joined the University of Waterloo in 1984, retiring in 2010 after 26 years of service, as the administrator for counselling services. She passed away on November 22, 2023, at age 77.

"Lorraine was a light and source of comfort for literally, thousands of students, staff and faculty at UW, providing warmth and reassurance during difficult times," writes Dave Logan, Counsellor and Success Coach at UW Counselling Services in a post on her tribute wall on the Erb & Good website. "At her retirement party, it was described how she had been the first point of contact for over 40,000 people at UW Counselling Services and her legacy is a part of the fabric and people of this institution."

The Lorraine Nesbitt Memorial Fund at the University has been established in honour of her life of service. Contributions are welcome.

## Distinguished Professor Emeritus John Moffat

*The Daily Bulletin, April 3, 2024.*



Distinguished Professor Emeritus John Moffat, an early figure in the University of Waterloo’s chemistry department, died on March 15.

After completing a PhD in physical chemistry at the University of Toronto in 1956, Moffat worked as a research chemist for Du Pont of Canada, Ltd. before joining the University of Waterloo in 1961

as an assistant professor in the Faculty of Science. His fields of interest included surface chemistry, quantum chemistry, and physical chemistry. Dr. Moffat was promoted to associate professor in 1965 and full professor in 1988.

Among his honours and accolades, Dr. Moffat received the Chemical Institute of Canada’s Catalysis Award in 1988. In 1996, Dr. Moffat was honoured with the Canadian Catalysis Lectureship Award, sponsored by the Canadian Catalysis Foundation and granted to a researcher who is a leader in the field of catalysis in Canada. He was a member and Fellow of the Chemical Institute of Canada, the Faraday Society, the American Chemical Society, and the American Physical Society.

He retired from the University in July 1996 after 35 years and remained active in research. In 1999, he was named Distinguished Professor Emeritus during the University of Waterloo’s 79th Convocation ceremonies.

in 1995. Between 1976 and 1980, she was on staff at the University of Waterloo’s graduate office.

With a background in nursing, Marg started off as clinic administrator, then became the School’s administrator. Three former School directors wrote in with their fond memories of her.

“She once described herself as acting as the School’s ‘Den Mother,’” said Dr. Bill Bobier. “I found that a very suitable description, not only for the event she was describing but overall, for the diligent and caring way she looked after all members of the School. She was a truly wise and lovely person.”

“In addition to being an excellent Den Mother, Marg was the consummate cat herder,” said Dr. Graham Strong. “In her capacity as clinic administrator, Marg was faced with the often futile task of trying to control and manage five categorical entities that were inherently uncontrollable: regular faculty, clinic faculty, part-time clinic faculty, school staff, and optometry students. She managed to do this admirably and I’ve often speculated how.”

“In a way, it was an extension of her nursing career, only she nursed a whole school instead of single patients in a hospital,” said Dr. Jacob Sivak. “No one was more devoted to the welfare of the School of Optometry than Marg.”

Marg was married to late math professor Dr. Angus Kerr-Lawson, and they had two daughters, Leslie and Kate. During sabbatical leaves in Kyoto, Japan, Marg came to embrace Japanese culture.

“I remember how strongly Marg was influenced by living in Japan,” said Strong. “‘Shikitogai’ is a Japanese philosophy that describes the ‘four virtues of conduct’ that are considered essential for leading a life of integrity, compassion, and excellence. These virtues are wisdom, benevolence, courage, and sincerity. They are believed to be interconnected and interdependent, and one cannot exist without the others. In retrospect this describes the magic behind Marg – her wisdom, benevolence, courage, and sincerity – and the key to her cat-herding prowess.”

## Marg Kerr-Lawson

*A message from the School of Optometry & Vision Science published in the Daily Bulletin, April 11, 2024.*

We were sad to hear of the recent passing of Marg Kerr-Lawson, who worked at the School of Optometry from 1980 until her retirement



## Professor Emeritus Geoffrey Power

*A message from the Faculty of Science, May 14, 2024.*



The Faculty of Science mourns the loss of Geoffrey Power, former Biology department chair and one of the department's founders.

In his obituary, his family shared how his strong connection to the University of Waterloo's Faculty of Science shaped both him and the Faculty. He joined Waterloo in 1957 as the very first biologist on staff, and over the next few decades, he was instrumental in creating the Biology department curriculum, even serving as interim Chair of the department for four years. Although he held various leadership positions, at heart, he loved his work as a fisheries biologist the most.

Geoffrey and his wife Ann also created the Ann & Geoffrey Power Award, a scholarship that awards \$2,500 to an undergraduate Biology student. It is awarded to a student with great academic achievement combined with a demonstrated interest and/or extracurricular involvement in the study of vertebrates, their ecology, and conservation.

His memory is felt throughout the department and those he used to work with. Some of those former colleagues shared their memories with us:

“Geoff was a fountain of wisdom and worked tirelessly with undergraduate students, graduate students, and faculty colleagues to solve problems both large and small,” recalls John Thompson. “His interaction with students (whether or not he was their supervisor) was of the highest order. His interaction with colleagues, especially new faculty, was hugely beneficial and deeply appreciated. His research gained international recognition, and he consistently brought honour and distinction to his department, his Faculty, and the University of Waterloo over the years. He was an excellent colleague, researcher, teacher, and a wonderful friend. He will be deeply missed by a broad constituency.”

“Geoff was a good friend and mentor to me for over 50 years,” writes Hamish Duthie. “I met Geoff in the UK when completing my PhD in early 1963, and his personality and enthusiasm convinced me that Waterloo was the place for me. In August 1963, I joined the four founding members of the Biology Department: Geoff Power, Paul Morrison, Ron Eydt, and Bill Innis. We taught a full slate of courses for nearly two years until Noel Hynes arrived as the first Chair of Biology in 1964. The University and the Faculty of Science owe a great deal to Geoff, who carried Biology in its early years and continued as a leading researcher, teacher, and mentor until his retirement.”

“Geoff’s extensive research record will always be associated with the Matamek Research Station in Northeast Quenec, starting in the late 60s,” Duthie continues. “The research focused on the Atlantic Salmon fishery in the region and the productivity of lakes and rivers that support the fishery. Geoff’s vision and leadership were instrumental in the research and training of many fishery biologists and limnologists, several of whom became leaders in their field and are still active to this day.”

# Remembering those we've lost



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

## **EDWARD B. CROSS**

Passed away September 17, 2023  
Hired April 2, 1982  
Retired July 1, 1996

## **PARASCHIVA CAMENITA**

Passed away October 23, 2023  
Hired September 2, 1986  
Retired November 1, 1998

## **MATTHEW CHEUNG**

Passed away November 12, 2023  
Hired November 7, 1988  
Retired June 1, 2003

## **WILLIAM G. DEEKS**

Passed away November 18, 2023  
Hired December 1, 1961  
Retired May 1, 1987

## **LORRAINE P. NESBITT**

Passed away November 22, 2023  
Hired September 1, 1982  
Retired September 1, 2010

## **JON W. MARK**

Passed away December 7, 2023  
Hired September 1, 1970  
Retired September 1, 2001

## **VIRGINIA L. DAVIS**

Passed away December 7, 2023  
Hired September 5, 1989  
Retired July 1, 2005

## **WAYNE H. SHORTT**

Passed away December 8, 2023  
Hired October 26, 1987  
Retired June 1, 2008

## **VERA SNYDER**

Passed away December 20, 2023  
Hired June 23, 1970  
Retired March 1, 1990

## **LYNDA A JOHNSON**

Passed away December 29, 2023  
Hired January 1, 1983  
Retired November 1, 2014

## **MARJORIE V. ROBERTS**

Passed away January 4, 2024  
Hired January 27, 1976  
Retired August 1, 1989

## **LAURA ELENER**

Passed away January 10, 2024  
Hired August 26, 1974  
Retired June 1, 1992

## **ERIC BOYD**

Passed away January 19, 2024  
Hired March 4, 1982  
Retired March 1, 2013

## **WILLIAM F. ROWE**

Passed away January 20, 2024  
Hired August 5, 1975  
Retired May 1, 1998

## **WILLIAM CHARLES WOODS**

Passed away January 26, 2024  
Hired February 1, 1979  
Retired January 1, 2016

## **ROGER BABINEAU**

Passed away January 27, 2024  
Hired November 4, 1968  
Retired October 1, 1988

## **MAUREEN K. FITZGERALD**

Passed away February 19, 2024  
Hired September 4, 1981  
Retired July 1, 1996

## **EFTHYMIA PINGOS**

Passed away February 24, 2024  
Hired September 6, 1977  
Retired July 1, 2002

## **MARGARET KERR-LAWSON**

Passed away March 17, 2024  
Hired May 25, 1976  
Retired December 1, 1995

## **DOUGLAS BARLOW**

Passed away April 13, 2024  
Hired January 21, 2002  
Retired October 1, 2012

## **CHARLES DAVID EMERY**

Passed away April 24, 2024  
Hired October 1, 1973  
Retired July 1, 1996

## **SUKESH K. GHOSH**

Passed away April 26, 2024  
Hired July 1, 1969  
Retired July 1, 1996

## **GEOFFREY POWER**

Passed away April 29, 2024  
Hired September 1, 1957  
Retired September 1, 1999

## **J. GORDON NELSON**

Passed away May 11, 2024  
Hired July 1, 1975  
Retired July 1, 1997 🪦

# New retirees

Reported by **Human Resources**, University of Waterloo, as of June 2024.

NAME	POSITION	DEPARTMENT	HIRE	RETIRE
<b>Andrew Barber</b>	Research/Training Support Specialist	Mechanical & Mechatronics Engineering	01-Mar-82	01-Nov-23
<b>Dani Roloson</b>	Information Technology Specialist	Mathematics Faculty Computing Office (MFCF)	26-Nov-84	01-Nov-23
<b>Sandy Heise</b>	Administrative Officer	Recreation and Leisure Studies	01-Jun-85	01-Nov-23
<b>Eric Prouzet</b>	Regular Faculty	Chemistry	01-Sep-06	01-Nov-23
<b>Fenglian Qiu</b>	Undergraduate Studies Manager	Cheriton School of Computer Science	13-Jun-05	01-Nov-23
<b>Antonio Chaves</b>	Bulk Mailing Coordinator	Central Stores	10-Dec-79	01-Nov-23
<b>Stephanie Massel</b>	Administrative Officer, Campus Wellness	Campus Wellness	28-Nov-11	01-Nov-23
<b>Greg Friday</b>	Safety Officer	Safety Office	01-Mar-84	01-Nov-23
<b>Lydia Bell</b>	Administrative Coordinator	Mathematics Undergraduate Office	07-Sep-92	01-Nov-23
<b>Carlomagno Oblitas</b>	Administrative Coordinator	Mathematics Undergraduate Office	24-Feb-91	01-Nov-23
<b>Palmina De Leo</b>	Residence Life Coordinator	Campus Housing	16-Nov-86	01-Dec-23
<b>Richard Barber</b>	Giga-to-Nano Facility Manager	Electrical and Computer Engineering	18-Jul-05	01-Jan-24
<b>Douglas Kirton</b>	Regular Faculty	Fine Arts	01-Jan-01	01-Jan-24
<b>Michael Fich</b>	Regular Faculty	Physics and Astronomy	01-Sep-86	01-Jan-24
<b>Maureen Stafford</b>	Graduate Coordinator and Advisor	Economics	04-Jul-94	01-Jan-24
<b>Catherine Gebotys</b>	Regular Faculty	Electrical and Computer Engineering	01-Sep-91	01-Jan-24
<b>Barbara Heppler</b>	Information Systems Specialist	Campus Housing	25-Jun-79	01-Jan-24
<b>Celeste Horne</b>	International Student Advisor	CEE - International Employment Relations	31-May-13	01-Jan-24
<b>Chettypalayam Selvakumar</b>	Regular Faculty	Electrical and Computer Engineering	21-Mar-85	01-Jan-24
<b>Steve Bradley</b>	Information Systems Specialist	IST - Learning Environment	17-Nov-08	01-Jan-24
<b>Katherine Szigeti</b>	Liaison Librarian	Library	01-Dec-08	01-Jan-24
<b>Guy Poirier</b>	Regular Faculty	French Studies	01-Sep-03	01-Jan-24
<b>Dick Duplessie</b>	Faculty Financial Analyst	Science - Executive Office Finance	15-Oct-03	01-Jan-24
<b>Christine Dupont</b>	Regular Faculty	Biology	01-Jul-07	01-Jan-24
<b>Feridun Hamdullahpur</b>	Regular Faculty	Mechanical & Mechatronics Engineering	01-Sep-09	01-Jan-24
<b>Kenneth Salem</b>	Regular Faculty	Cheriton School of Computer Science	01-Sep-93	01-Jan-24
<b>Glenn Stillar</b>	Regular Faculty	Communication Arts	01-Sep-93	01-Jan-24
<b>Gordon Savage</b>	Regular Faculty	Systems Design Engineering	01-Sep-76	01-Jan-24
<b>Gregory Berberich</b>	Regular Faculty	School of Accounting and Finance	01-Jul-18	01-Jan-24



<b>NAME</b>	<b>POSITION</b>	<b>DEPARTMENT</b>	<b>HIRE</b>	<b>RETIRE</b>
<b>Sherry Schiff</b>	Regular Faculty	Earth and Environmental Sciences	01-Jan-87	01-Jan-24
<b>Stephen Cook</b>	Director, Procurement & Contracts	Finance	07-Jan-91	01-Jan-24
<b>Weizhen Dong</b>	Regular Faculty	Sociology and Legal Studies	01-Jan-05	01-Jan-24
<b>Gordon Cormack</b>	Regular Faculty	Cheriton School of Computer Science	01-Aug-83	01-Jan-24
<b>Mary Burden</b>	IT and Client Services Manager	Environment Technology and Instructional Support	01-Jun-85	01-Feb-24
<b>Randall Dicknoether</b>	Custodian	Plant Operations	19-Oct-15	01-Feb-24
<b>Krunomir Dvorski</b>	Electronic Hardware Specialist	Science Technical Services	11-Jan-99	01-Feb-24
<b>Laurie Hanley</b>	Admissions Coordinator Team Lead	Registrar's Office – Admissions	01-Dec-80	01-Feb-24
<b>Gabrielle Huber</b>	Acquisitions Associate, Invoicing & Ledgers	Library	03-Oct-78	01-Feb-24
<b>Adnan Dzinic</b>	Systems Integration Specialist	IST – Network Services	19-Jan-04	01-Mar-24
<b>Lori Gamble</b>	Administrative Officer	Office of the President	01-Oct-12	01-Mar-24
<b>Dave Gawley</b>	Technical Manager	Computer Science Computing Facility (CSCF)	01-Nov-99	01-Mar-24
<b>Patricia Hrynchak</b>	Regular Faculty	School of Optometry & Vision Science	01-Sep-87	01-Mar-24
<b>Terence Labach</b>	Systems Integration Specialist	IST-Information Security Services	01-Sep-04	01-Mar-24
<b>Gregory Newman</b>	Groundsperson	Plant Operations	04-Jan-93	01-Mar-24
<b>Ross Willard</b>	Regular Faculty	Pure Mathematics	01-Jul-92	01-Mar-24
<b>Joanne Stewart</b>	Senior Development Officer, Planned Giving	Office of Advancement	09-Jan-12	01-Mar-24
<b>Cindy Futher</b>	Research Ethics Advisor	Office of Research – Ethics	15-Jun-87	01-Apr-24
<b>Paul Kates</b>	Centre for Teaching Excellence (CTE) Liaison – Math	Centre for Teaching Excellence (CTE)	13-Oct-03	01-Apr-24
<b>Connie Kovac</b>	Library Associate	Library	26-Jul-76	01-Apr-24
<b>Ming Li</b>	Regular Faculty	Cheriton School of Computer Science	01-Jul-89	01-Apr-24
<b>E. Paul Penner</b>	Director of Operations	Conrad Grebel University College	01-Jun-88	01-Apr-24
<b>Adairsh Ramlall</b>	Library Assistant/Trainer, Reserves, Circulation	Library	04-Mar-91	01-Apr-24
<b>Marilyn Thompson</b>	Special Advisor to the Provost on Organizational Strategy	Office of the Provost	02-Jan-14	01-Apr-24
<b>Gwen Potter</b>	Assistant to the School of Social Work	Renison University College	19-Oct-11	01-May-24
<b>Janice Campbell</b>	Administrative Assistant	Chemistry – Administration I	07-Jul-80	01-May-24
<b>Kerri-Lee Lewis</b>	Financial Aid Specialist, Part-Time OSAP & Bursaries, BSWD and UW Work Study	Registrar – Student Awards and Financial Aid	07-Mar-2011	01-May-24

CONTINUED →

## RETIREMENTS

NAME	POSITION	DEPARTMENT	HIRE	RETIRE
Jayne Hayden	Career Advisor	CCD - Graduate & Post-Graduate Career Education	06-Jan-92	01-May-24
Brenda Doyle	Accounting Manager	Renison University College	20-Oct-08	01-May-24
Michael Boehringer	Regular Faculty	Germanic and Slavic Studies	01-Aug-96	01-May-24
Anthony Endres	Regular Faculty	Earth and Environmental Sciences	01-Sep-99	01-May-24
Ljubisa Bob Mihajlov	Residence Attendant	Campus Housing	26-Nov-12	01-May-24
Jason Wong	Food Services Assistant	Food Services	29-Aug-05	01-May-24
Kim St. Marie	Payroll Assistant	Human Resources	12-Jul-04	01-May-24
Dorin Cuc	Custodian	Plant Operations	10-Jan-05	01-May-24
Damir Huseljic	Residence Attendant	Campus Housing	06-Jun-11	01-May-24
Elisabeth D'Alessio	Administrative Coordinator	Pure Mathematics	01-Sep-99	01-May-24
Maggie Heeney	Continuing Lecturer	Renison University College	01-May-12	01-May-24
Tracy Peressini	Renison Faculty	Renison University College	01-Sep-00	01-May-24
Neill Baskerville	Senior Researcher	Propel Centre for Population Health Impact (former)	01-Dec-19	01-Jun-24
Marion Canning	Regional Manager, Central West	Co-op and Experiential Education	01-May-14	01-Jun-24
Fraser Gunn	Information Technology Specialist	Cheriton School of Computer Science – Teaching and Operations	04-Jan-83	01-Jun-24
Philip Bland	Area Manager, Operations	Food Services	17-Jan-94	01-Jun-24
Patricia Ford	Grants & Contracts Coordinator	Office of Research – Research Partnerships	20-Mar-06	01-Jun-24
Carmen Caradima	Lab Instructor/Coordinator	Electrical and Computer Engineering	19-Nov-01	01-Jun-24
Donna Foreman-Braun	Buyer	Procurement and Contract Services	19-May-95	01-Jun-24
Edward Bleaney	Information Systems Specialist	IST - Project Management Office	29-Jan-18	01-Jun-24
Christine MacDougall	Administrative Coordinator, Associate Dean/ Academic	Dean of Mathematics Office	21-Jul-86	01-Jun-24
Dianne Weir-Rowsell	Associate Director, Health Services	Health Services	15-May-15	01-Jun-24

# UWRA BOARD OF DIRECTORS

2024-2025

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Jim Kalbfleisch\* (2001-2012)  
Shirley Thomson\* (2007-2014)  
Ester Kipp\* (1994-2004)  
Bob Norman (2008-2016)  
Terry Weldon (2006-2018)  
Alan George (2015-2021)

\*with us in spirit

(Years of service on Board)

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SEND A SHORT MESSAGE TO  
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# JOIN US!

## University of Waterloo Retirees Association (UWRA)

### MEMBERSHIP APPLICATION AND RENEWAL FORM

Date \_\_\_\_\_

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

Name \_\_\_\_\_

Address \_\_\_\_\_  
\_\_\_\_\_

Postal Code \_\_\_\_\_

Email \_\_\_\_\_

Telephone \_\_\_\_\_

**PLEASE NOTE:** Persons receiving Waterloo pensions, including Waterloo retirees and survivors, should inform **Human Resources, EC1 1128C, University of Waterloo, N2L 3G1 (hrhelp@uwaterloo.ca)** of any change of address or name.

If you have taken your pension out of the University and wish to ensure that you continue to receive WATtimes, please advise **Christine Wagner, UWRA Membership Co-ordinator**. Email any change of address or name to **cpwagner@uwaterloo.ca** or send your correspondence to **University of Waterloo Retirees Association, University of Waterloo, 200 University Ave West, Waterloo, ON N2L 3G1**

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

**cpwagner@uwaterloo.ca**



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

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

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



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

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